



IPEC Evaluation

Towards child labour free cocoa growing communities in Côte d'Ivoire and Ghana through an integrated area based approach (CCP)

P.250.07.100.054 – RAF/10/54/USA

An independent final evaluation by a team of external consultants

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NOTE ON THE EVALUATION PROCESS AND REPORT

This independent evaluation was managed by ILO-IPEC's Evaluation and Impact Assessment section (EIA) following a consultative and participatory approach. EIA has ensured that all major stakeholders were consulted and informed throughout the evaluation and that the evaluation was carried out to highest degree of credibility and independence and in line with established evaluation standards.

The evaluation was carried out by a team of external consultants¹. The field mission took place between June 23 and September 8, 2014. The opinions and recommendations included in this report are those of the authors and as such serve as an important contribution to learning and planning without necessarily constituting the perspective of the ILO or any other organization involved in the project.

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Acronyms

| | |
|-----------------|---|
| ANADER | Agence Nationale d'Appui au Développement Rural |
| CAP | Community Action Plan |
| CBT | Community-Based Training |
| CCLMS | Community-Based Child Labour Monitoring System |
| CCP | Cocoa Communities Project |
| CCPC | Community Child Protection Committee |
| CEC | Community Education Centre |
| CEMEC | Caisse d'Épargne Mutuelle et de Crédit |
| CGE | Confederation of Ivorian Enterprises |
| CGECI | Confédération Générale des Entreprises de Côte d'Ivoire |
| CGFCC | Coffee and Cocoa Management Committee (CGFCC) |
| CGS | Comité de Gestion Scolaire |
| CICE | Caisse Ivoirienne de Crédit et d'Épargne |
| CIG | Common Initiative Group |
| CIM | Comité Inter-Ministériel |
| CL | Child Labour |
| CLCCG | Child Labour in Cocoa Coordinating Group |
| CLM | Child Labour Monitoring |
| CLMS | Child Labour Monitoring System |
| CLU | Child Labour Unit |
| CM&E | Comprehensive Monitoring & Evaluation |
| CMES | Comprehensive Monitoring and Evaluation System |
| CNPI | Conseil National du Patronat Ivoirien |
| CNS | Comité National de Surveillance |
| COCOBOD | Cocoa Board of Ghana |
| COPEC | Coopérative d'Épargne et de Crédit |
| CPC | Community Child Protection Committee |
| CSR | Corporate Social Responsibility |
| CTA | Chief Technical Advisor |
| DA | District Assemblies |
| DAES | Directorate of Agricultural Extension Services |

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|---------------|--|
| DANIDA | Danish International Development Agency |
| DCPC | District Child Protection Committee |
| DED | Design, Evaluation & Documentation |
| DFID | Department for International Development |
| DSRP | Document de Stratégie de Réduction de la Pauvreté |
| DSW | Department of Social Welfare (of MESW) |
| DW | Decent Work |
| DWCP | Decent Work Country Programme |
| ECHOES | Empowering Cocoa Households with Opportunities and Education Solutions |
| ECOWAS | Economic Community of West African States |
| EIA | Evaluation and Impact Assessment Section |
| FFS | Farmer Field Schools |
| GAWU | General and Agricultural Workers' Union of Ghana |
| GCE-CI | General Confederation of Ivorian Enterprises |
| GCLMS | Ghana Child Labour Monitoring System |
| GCLS | Ghana Child Labour Survey |
| GEA | Ghana Employers' Association |
| GES | Ghana Education Service |
| GNAT | Ghana National Association of Teachers |
| GPRS | Growth and Poverty Reduction Strategies |
| GSSP | Ghana Strategy Support Program |
| GTUC | Ghana Trades Union Congress |
| GTZ | Deutsche Gesellschaft für Technische Zusammenarbeit |
| HQ | Headquarters |
| HSBMS | Household Survey-Based Monitoring System |
| IA | Implementing Agency |
| IAB | Integrated Area-Based |
| ICI | International Cocoa Initiative |
| IFAD | International Fund for Agricultural Development |
| IFPRI | International Food Policy Research Institute |
| IGA | Income Generating Activity |
| ILO | International Labour Organization |
| IO | Immediate Objective |

| | |
|----------------|--|
| IPEC | International Programme on the Elimination of Child Labour |
| IPPM | Integrated Production and Pest Management |
| ITUC | International Trade Union Confederation |
| IUF | International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations |
| KAB | Knowledge, Attitudes and Behaviour |
| LBC | Licensed Buying Company |
| LCLC | Local Child Labour Committee |
| LUTRENA | Combating the Trafficking of Children for Labour Exploitation in West and Central Africa |
| M&E | Monitoring and Evaluation |
| MDG | Millennium Development Goal |
| MELR | Ministry of Employment and Labour Relations |
| MESW | Ministry of Employment and Social Welfare |
| MFI | Micro Finance Institution |
| MFPE | Ministry of Public Function and Employment |
| MICREF | Mutuelle de Crédit et de Financement |
| MINAGRI | Ministry of Employment |
| MoE | Ministry of Employment |
| MOFA | Ministry of Food and Agriculture |
| NBSSI | National Board for Small Scale Industries |
| NCLS | the National Child Labour Survey |
| NFE | Non-Formal Education |
| NFED | Non-Formal Education Division |
| NGO | Non-Governmental Organization |
| NHIS | National Health Insurance Scheme |
| NPA | National Plan of Action |
| NPECLC | National Programme on the Elimination of Child Labour in Cocoa |
| NSCCL | National Steering Committee on Child Labour (Ghana) |
| NYEP | National Youth Employment Programme |
| OSH | Occupational Safety and Health |
| PIR | Project Implementation Review |
| PRSP | Poverty Reduction Strategy Paper |
| SAA | Service Autonome pour l'Alphabétisation |

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|-------------------|--|
| SCREAM | Supporting Children's Rights through Education, the Arts and the Media |
| SLF | Save Life Foundation |
| SMC | School Management Committee |
| SNEPPCI | Syndicat National de l'Enseignement Primaire Public de Côte d'Ivoire |
| SOSTECI | Système d'Observation et de Suivi du Travail des Enfants en Côte d'Ivoire |
| SSTE | Système de Suivi de la Traite et du Travail des Enfants |
| SYNADEEPCI | Syndicat National de l'Enseignement d'Education Permanente de Côte d'Ivoire |
| SYNASGFICC | Syndicat National des Agents des Structures de Gestion de la Filière Café Cacao |
| SYNESCI | Syndicat National de l'Enseignement du Second Degré de Côte d'Ivoire |
| TEWU | Teachers and Education Workers' Union of Ghana |
| TOR | Terms of Reference |
| TVET | Technical and Vocational Education and Training |
| UCW | Understanding Children's Work |
| UGTCI | Union Générale des Travailleurs de Côte d'Ivoire |
| UN | United Nations |
| UNDAF | UN Development Assistance Framework |
| USAID | United States Agency for International Development |
| USD | US Dollar |
| USDOL | US Department of Labour |
| UTTDBE | Untrained Teacher Training Diploma in Basic Education |
| WACAP | West Africa Cocoa and Commercial Agriculture Project to Combat Hazardous and Exploitive Child Labour |
| WAP | West Africa Project |
| WCF | World Cocoa Foundation |
| WFCL | Worst Forms Of Child Labour |
| WFP | World Food Programme |
| WIND | Work Improvement in Neighbourhood Development |
| WISE | Work Improvement in Small Enterprises |
| WISER | Rural Adaptation of the WISE Materials |

Executive summary

The Project “Towards child labour free cocoa growing communities in Côte d’Ivoire and Ghana through an integrated area based approach” (Cocoa Communities Project- CCP) was designed taking in consideration previous experiences of the International Programme on the Elimination of Child Labour (IPEC) projects (i.e. USDOL funded ones) in both countries and the West Africa region.

This project is under the IPEC strategic programme on child labour in West Africa/ECOWAS (Economic Community of West African States) region. It is particularly aligned to the projects “ECOWAS I and II, which ended in April 2014 and to the project “Public-Private Partnership” (PPP) to finish in December 2014. ECOWAS I and II are funded by the United States Department of Labor (USDOL) and the PPP by the private sector. These projects have been/are under a common management structure (with clear responsibilities specified by project), aiming at the same development objective and working in some cases with the same stakeholders. The common structure and alignment allow for cross-fertilization among projects and increase efficiency and effectiveness.

The CCP is an initiative framed by the Declaration of action to support the implementation of the Harkin-Engel Protocol. The Declaration was signed by the Government of Ghana, the Government of Cote d’Ivoire, the U.S. Department of Labor, and the International Cocoa and Chocolate Industry. The Declaration was witnessed by the International Labour Organization (ILO) Senator Harkin, and Representative Engel.

The Development Objective of the project is “To accelerate progress in the elimination of child labour, with a focus on its worst forms, in cocoa growing communities in Cote d’Ivoire and Ghana”.

The evaluation was conducted between June 23 and September 8, 2014. The evaluators reviewed project documents, developed data collection instruments, and prepared for the fieldwork during the week of June 23. Interviews with ILO staff in Geneva and the donor were conducted the week of July 1st. Fieldwork was conducted in Ghana from July 7 to July 25 and in Cote d’Ivoire from July 27 to August 14.

The evaluators interviewed representatives from the ILO/HQ, USDOL; IPEC project management team and staff in Ghana and in Cote d’Ivoire; key stakeholders, community members and project beneficiaries in both counties; US Embassies (Ghana and Cote d’Ivoire) staff; and utilized secondary data that refers to documentary evidence that has direct relevance for the purposes of the evaluation and that have been produced by the ILO, other individuals, or agencies for purposes other than those of the evaluation.

Findings and conclusions

Project design

The evaluators could witness the existing consensus on the appropriateness of the overall project design. Informants expressed that the project addressed the main causes (at the time the project was formulated) of child labour in the cocoa growing communities.

Relevance

The CCP project is aligned with the National Action Plans (NAPs) in both countries, and the fight against and the efforts to monitor child labour are both fundamental in national contexts where capacities and policies need yet to be strengthened. The limited time available prevented the full implementation of the livelihood component, and the impact it may have in increasing cocoa productivity and in generating income amidst beneficiaries cannot yet be analysed. The project remained highly relevant during its implementation and will remain relevant after its completion. The vast majority of national and local partners; community members and beneficiaries

interviewed during the evaluation strongly requested further technical (and financial) support to consolidate achievements reached so far, and to upscale the project to other communities and departments in order to increase the number of beneficiaries. The potential to scale-up and to replicate the project is very high.

Effectiveness and efficiency

The project has been executed with elevated levels of efficacy and all the main targets have been greatly achieved, despite the limited time available to provide direct services to beneficiaries and communities.

Community members, Key partners, Child Protection Committees (CPCs), chiefs and school teachers and authorities are now more aware of child labour issues and hazards and are actively engaging along with the families and children to end child labour and keep children in school. Community Action Plans (CAPs) have been developed and are being implemented in target communities. Local/district authorities expressed great interest in collaborating in their implementation. The project made significant efforts to improve the access and the quality of education by improving school infrastructures, providing teaching and learning materials, and training teachers and/or School Management Committees (SMCs). 2.200 households have received different livelihood services and most beneficiaries have started producing agricultural/farm produce (corn, rice, poultry...) and/or diverse goods (soap, palm oil, bakery...)

National capacities to deploy an adequate Child Labour Monitoring System (CLMS) framework were increased. The technical and institutional capacity building of ILO constituents and a broad range of partner organizations and local and national agencies was strengthened.

Regarding the efficiency, in light of the number of beneficiaries reached, the activities executed, the quality of the outputs generated, and taking into account their essential role in supporting the CCP actions, the evaluators conclude that the relationship between the financial resources invested and the results obtained is satisfactory.

Gender issues

The project, both in its conception and its implementation, integrated gender issues in an adequate manner. The baseline studies provided were taken into consideration in order to ensure that women benefited from the project and to promote women's empowerment. Also, the project applied participatory approaches to involve women in the design of CAPs to ensure their needs were met and their constraints addressed; carried out education and training programs for women in order to ensure their capacity development and participation in decision-making processes and bodies; provided them with livelihood services that facilitated their access to resources and factors of production; facilitated the formation of women's groups in which members have the potential to increase their performance, productivity and income collectively. Almost half (48%) of the children beneficiaries (in or at high risk of entering into child labour) assisted with direct services were girls.

Major contributions towards impact

The evaluators consider that the projects' results and achievements contributed to its Development Objective and generated/has the potential to generate substantial impacts at the national/policy level and as well as the local and community level.

Sustainability

Globally, to some extent, the project established the basis for sustainability. On the long term, the continuation of the project results will depend highly on national and decentralized budget allocations, and the availability of staff resources. However, in the short-medium term, from the data and evidence collected, the evaluators (and most of the project stakeholders) believe that further external financial support will be necessary.

Lessons learned

1. The burdensome administrative/financial ILO-USDOL requirements and the rigidity of the Log Frame and budget didn't contribute to supporting the implementation of the project's integrated approach.
2. Flexibility to adapt budget and activities is essential for addressing the needs in countries and for supporting project implementation.
3. Building on existing ILO/IPEC experiences, programs and resources and collaborating and coordinating with them have proven to be essential for a successful implementation. Stakeholder participation has also been a key element.
4. The elaboration of baselines took a long time, which considerably set back the start of Action Plans (APs) in the communities, thus, greatly reducing their implementation schedule.
5. Also, the start-up was slowed because of the efforts needed to negotiate with constituents an integrated approach they viewed to be in their own interest rather than driven by donor interest in cocoa.
6. The reduction of the APs implementation schedule had a considerable effect on the community mobilization work; the proper understanding of the project by the members of the communities; the development of the planned activities; the Income Generating Activities (IGA) selection; the possibilities for the sustainability of the results.
7. A broader involvement of community structures and populations while conducting the baseline surveys would have contributed to a better understanding of the objectives of these studies by the populations and local authorities.
8. The selection of the direct beneficiaries of the APs (households and children) was made essentially based on the results of the baseline studies. The baseline survey, which included the listing and objective ranking of all children in the target communities took place before awareness-raising and other community-level activities began, the selection of beneficiaries (involving CCPCs, DCPCs and IAs) began only after the IAs were introduced to the communities.
9. Thus, the selection of the direct beneficiaries of the APs (households and children) was made before the Implementing Agencies (IAs) could be introduced in the communities. The introduction of the project's objectives and the awareness-raising and mobilization activities were made after the direct beneficiaries were selected, which, hampered the entry and the work of the IAs in some communities; generated a 'beneficiary - non-beneficiary' separation in the communities; generated a refusal in some 'non beneficiaries' to participate in the project, for example, in the implementation of CAPs; affected the social cohesion of some communities; reduced the "integrated approach" sought by the project. Regarding the livelihood component, the lag between training and actual take off of production in the communities proved a major challenge, a situation blamed on project delays and the cumbersome nature of ILO procedures that deferred the release of funds for critical aspects of the project. The IGA adopted did not conduct a feasibility study. Overall, sales did not come easily for communities because of their low negotiation capacity and their low market research.
10. The beneficiary selection (livelihoods) led to frustration and displeasure within some communities, which could have lessened the mobilization around the IGA.
11. Alternative livelihoods can complement, not substitute the agricultural activities of the communities. In the long term, agriculture (cocoa and non-cocoa) still holds greater promise for transforming the economic and social lives of these communities.

Good practices

1. The project brought into play various government, community and social actors cutting across from all sectors of the life and economy of the target beneficiaries, in supporting the achievement of the project goals.
2. The project recognized the existing roles related to the different national partners. Thus, the project itself did not design new roles for these partners, but rather supported or facilitated them to perform their tasks more effectively.
3. The District Assemblies and Prefectures played a pivotal role in ensuring that the project formed part of the district's operations. Synergies were created among the different agencies that contributed to the project.
4. The CAP approach to community development and its mainstreaming into district/municipal planning processes and thus, into existing structures and operations.
5. Non-formal education schemes allowed to provide educational services to out-of school children and in some cases reintegrate them to the formal system.
6. Through the support for community-based cooperatives/local trade unions, farmers have the potential to collectively compete more effectively in the market and improve their income, strengthen their bargaining power, maintain access to competitive credit and input sources, etc.
7. The gender empowerment can help challenge attitudes and behavioural patterns and this type of cultural transformation is central to the fight against child labour.
8. Community-based training and farm schools are considered as good practices, as they allow children to learn in their village, and eventually, develop a professional/economic activity in their communities.

Recommendations

1. **Addressed to the ILO/IPEC, its partners and donors:** The evaluators recommend ILO, its partners and donors, to follow up in the Impact Evaluation exercise and find ways to make follow up implementation possible. The impact evaluation could provide very valuable insights and inputs to scale-up the project.
2. **Addressed to the ILO/IPEC, its partners and donors:** Further development of the project interventions will greatly contribute to strengthen the sustainability of the results achieved and to ensure that "CCP Communities" remain "Child Labour free communities" in the long term. It would also help to scale-up the interventions.
3. **Addressed to the ILO/IPEC, its partners and donors:** The design of future Action Programs at the community level should take advantage of the legitimacy and experience gained by the IA as well as reinforce community participatory planning processes. It will be necessary to make more efforts to implement a more integrated community based approach.
4. **Addressed to the ILO/IPEC, its partners and donors:** Although CCPC and DCP members (traditional/opinion leaders, Assembly members and District Assembly staff) played a key role in the selection process, the selection of beneficiaries must enable the participation of the authorities at decentralized (District Chief Executives/Prefets) and local (chiefdoms) levels and the populations affected by the project. It is strongly advised to revise and improve the beneficiary selection method.

5. **Addressed to the ILO and its partners:** It is critical to build on the level of awareness of Child Labour issues through continuous engagement with the communities, parents and children to ensure that people do not slip back into old practices.
6. **Addressed to the ILO/IPEC and its partners:** There is need for external technical support from the ILO and the IA in CAP development and implementation until CAP ownership, implementation, management, and sustainability, including efforts to advocate and attract more internal and external/local support for their implementation are achieved.
7. **Addressed to the ILO/IPEC and its partners:** It is recommended for ILO/IPEC and the project partners, together with Education Ministries, to update the needs of the communities and to formulate a plan that enables their mainstreaming into the education sector/district development plans and instruments (i.e. *Carte Scolaire* in Cote d'Ivoire).
8. **Addressed to: the ILO/IPEC and IA: School Kits:** To the extent possible, provision of learning materials should be done through forms of community-cooperative forms, and owned and managed by such groups, not individuals.
9. **Addressed to the ILO/IPEC and its partners:** In the very short term, it is urgent for the Agence Nationale d'Appui au Développement Rurale (ANADER) in Cote d'Ivoire and the National Board for Small Scale Industries (NBSSI) in Ghana to continue to provide support to the IGA beneficiaries so they can begin production; harvest their agricultural products or finish the raising of poultry, and commercialize their products. Also ILO and its partners should undertake redoubled efforts to assist (and monitor) farmers to effectively implement methods to increase productivity. Regarding the IGA, further support must be provided and it is also advisable to support the transition from groups/associations to cooperatives.
10. **Addressed to the ILO/IPEC, ILO constituents and the cocoa companies:** Strengthening the role of trade unions would enable farmers and other workers to become more organized and act through these unions. It is also recommended to reinforce the role of ILO-IPEC, at national and decentralized levels (districts/departments), in the awareness-raising and mobilization of the cocoa companies. As well, the evaluators recommend ILO-IPEC and the Ministries of Labour to promote/strengthen spaces for tripartite cooperation in the fight against child labour in the cocoa growing communities (especially in Cote d'Ivoire).
11. **Addressed to the ILO/IPEC and its partners:** Support the Ghana Child Labour Monitoring System (GCLMS) to further strengthen data collection, analysis and reporting, and to complete a minimum of one monitoring and reporting cycle. Support Système d'Observation et de Suivi du Travail des Enfants (SOSTECI) in extending its coverage once the pilot phase is finished, taking into consideration the results of the SOSTECI's evaluation that is to be conducted in the next few months. In addition, provide further support to strengthen the data collection, analysis and reporting capacities, at decentralized and community levels, in both Ghana and Cote d'Ivoire.
12. **Addressed to the ILO/IPEC the USDOL:** In order to allow for the necessary adjustments of project activities to the needs and evolution of specific national/local contexts, more flexibility in the administrative and financial procedures and a higher degree of autonomy for the Country Offices is needed.

1. Project description and background

1.1 Background

1. The Project “Towards child labour free cocoa growing communities in Côte d’Ivoire and Ghana through an integrated area based approach” (Cocoa Communities Project- CCP) was designed taking in consideration previous experiences of the International Programme on the Elimination of Child Labour (IPEC) projects (i.e. USDOL funded ones) in both countries and the West Africa region. Regarding previous experiences, IPEC has implemented 8 projects in Cote d’Ivoire and 11 in Ghana, since 2002 with funds from the US Department of Labour (USDOL), Canada, France, Denmark, the Netherlands and Norway.
2. Regarding current projects, this project is under the IPEC strategic programme on child labour in West Africa/ECOWAS (Economic Community of West African States) region. It is particularly aligned to the projects “ECOWAS I and II”² that ended in April 2014, and to the project “Public-Private Partnership”³ (PPP), to finish in December 2014. ECOWAS I and II are funded by USDOL and the PPP by the private sector. These projects have been/are under a common management structure (with clear responsibilities specified by project), aiming at the same development objective and working in some cases with the same stakeholders. The common structure and alignment allow for cross-fertilization among projects and increase efficiency and effectiveness.
3. The CCP is an initiative framed by the Declaration of action to support the implementation of the Harkin-Engel Protocol. The Declaration was signed by the Government of Ghana, the Government of Cote d’Ivoire, the U.S. Department of Labor, and the International Cocoa and Chocolate Industry. The Declaration was witnessed by the ILO, Senator Harkin, and Representative Engel.

1.2 Project objectives

4. **The Development Objective** of the project is “To accelerate progress in the elimination of child labour, with a focus on its worst forms, in cocoa growing communities in Cote d’Ivoire and Ghana”.
5. The project has the following five immediate objectives:
 - **I.O.1.** By the end of the project target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour in their communities.
 - **I.O.2.** By the end of the project boys and girls in cocoa growing communities will have improved access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school.
 - **I.O.3.** By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods.
 - **I.O.4.** By the end of the project national capacity to deploy an appropriate Child Labour Monitoring System (CLMS) framework to measure progress towards the elimination of child labour through an Integrated Area-Based (IAB) approach will be improved.

² Elimination of the Worst Forms of Child Labour in West Africa and Strengthening Sub-Regional Cooperation ECOWAS I (RAF/09/51/USA) and ECOWAS II (RAF/10/53/USA)

³Public-Private partnership between the Chocolate and Cocoa Industry and the ILO to Combat Child Labour in Cocoa Growing Communities in Ghana and Cote d’Ivoire.

- **I.O.5.** By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of the National Plan of Actions (NPAs) and interventions to combat child labour in cocoa-growing communities will be enhanced

1.3 *Project strategy*

6. The project is developing the following **strategic intervention** to achieve the 5 objectives:
 1. **An integrated area-based approach in cocoa-growing communities** targeting all worst forms of child labour with emphasis on the Worst Forms Of Child Labour (WFCL) in the cocoa growing communities and the provision of direct educational services;
 2. A “child labour model” **linked with the Decent Work Country Programme** promoting improved and/or diversified livelihoods strategies that may include supporting improved working conditions, productivity and agricultural practices;
 3. Broad-based advocacy for improved services and infrastructure, **access to quality education and knowledge of child labour;**
 4. **Improved coordination** across all key stakeholders through **improved social dialogue and coalition building**, including government institutions, social partners, implementing entities, and donors, **with linkages to national plans** to promote accountability and transparency;
 5. **Sustainable** efforts based on the development of **actionable community plans** and **empowering communities;** and
 6. **Expanding CLMS** and promoting community based platforms and better **linkages with national statistical services;** and
 7. **Support** to ministries of agriculture and other relevant **government institutions** in implementing **policy development** or review of sector policies necessary to **address the structural causes of child labour** (i.e. working children households’ livelihoods).

2. Evaluation purpose and methodology

2.1 Evaluation Purpose

7. The overall purpose of this final independent evaluation is to examine the effectiveness and the efficiency, relevance, gender issues, potential impact and sustainability of the project. The evaluation report includes findings on whether the project produced the desired outputs, and the extent to which it realized the proposed objectives. This evaluation also identified strengths and weaknesses in the project design, strategy, and implementation as well as lessons learned and conclusions with recommendations for ILO's consideration.
8. The specific purposes of the final evaluation, at project and program levels are:
 - a. Determine project effectiveness at national and local levels: achievement of Project objectives at outcome and impact levels, and understanding how and why have/have not been achieved
 - b. Identify relevant unintended/unexpected changes effects at outcome and impact levels
 - c. Assess the project implementation efficiency
 - d. Establish the relevance of the project outcomes and the level of sustainability attained.
 - e. Provide recommendations regarding relevant stakeholders, building on the achievements of the Project in supporting the NAPs, and other national efforts, at national and local levels toward the sustainability of the project outcomes and initial impacts
 - f. To identify emerging potential good practices for key stakeholders.

2.2 Methodology

9. The evaluation used primarily qualitative data collection methods. Quantitative data were also obtained from project documents and reports, to the extent that they were available, and incorporated into the analysis. Data collection methods and stakeholder perspectives were triangulated where possible to increase the credibility and validity of the results. The interview process incorporated flexibility to allow for additional questions, ensuring that key information was obtained. A consistent protocol was followed during each interview.
10. **Evaluation Schedule.** The evaluation was conducted between June 23 and September 8, 2014. The evaluators reviewed project documents, developed data collection instruments, and prepared for the fieldwork during the week of June 23rd. Interviews with ILO staff in Geneva and the donor were conducted the week of July 1st. Fieldwork was conducted in Ghana from July 7 to July 25 and in Cote d'Ivoire from July 27 to August 14. The complete schedule of evaluation activities appears in Annex C.
11. **Data Collection Methods.** Evaluation methods and techniques collected primary and secondary data. Primary data consisted of information the evaluators observed or collected directly from stakeholders about their first-hand experience with the interventions. This data was collected through, direct observation, meetings, focus group discussions, and interviews that involved direct contact with the respondents. The interviews facilitated a deeper understanding of the project and the project's results and helped the evaluators observe changes and identify factors that contributed to change. Collection of data through interviews or focus groups was carried out in a confidential manner.
12. Secondary data refers to documentary evidence that has direct relevance for the purposes of the evaluation and that have been produced by the ILO, other individuals, or agencies for purposes other than those of the evaluation. Evaluation methods and techniques included the following:

- **Document Review.** Key documents included the project document; action programmes; technical plans and reports; Comprehensive Monitoring and Evaluation System (CMES) framework and datasets; Mid-Term Review report; projects/countries baselines and research data and reports; Decent Work Country Programmes; etc. See Annex C for a detailed list of documents reviewed.
 - **Interviews.** The evaluators conducted interviews with the various key stakeholders. See Annex D for a detailed list of stakeholders that were interviewed.
13. The evaluators used a variety of interview formats, which are summarized below.
- **Semi-structured interviews.** This format was used to gather information about the role played by the different actors involved in the design, implementation, and management of the program, as well as their opinions.
 - **Focus groups.** The focus group interviews mainly served to collect qualitative data on the development of the project's cycle in its different phases, their effects, and their relevance. Focus group interviews were also useful to investigate the rest of the criteria considered in the evaluation.
 - **Focused interviews.** When necessary, the evaluators carried out additional focused interviews to deepen those aspects that required further investigation. Some of these interviews were conducted after the fieldwork phase using Skype and e-mail.
14. **Field Visits.** The evaluation team (Team Leader & National Consultants) undertook field visits to 2 selected districts and 8 communities in Ghana, and 3 districts and 6 communities in Cote d'Ivoire. Actual communities visited are included in the evaluation schedule in Annex C. The selection of the field visits locations was based on the criteria specified in the ToR (Annex B): Locations with successful and unsuccessful results from the perception of key stakeholders; locations that have been identified as providing particular good practices or bringing out particular key issues; areas known to have high prevalence of child labour; locations next to and locations not so close to main roads.
15. **National Evaluation Workshops.** The fieldwork in both countries culminated with National Evaluation Workshops with key stakeholders to gather further data, to present the preliminary findings, conclusions and recommendations and to obtain feedback
16. **Sub-studies on the livelihood component:** The CCP's Expanded Final Evaluation entailed conducting sub-studies on the livelihood component in addition to the usual evaluation process in order to provide a more in-depth understanding of its outcomes and impacts. The sub-studies are therefore a component of the CCP's Expanded Final Evaluation. The sub-study reports were not designed and/or conducted to be stand-alone documents; the findings for the two countries were incorporated in the evaluation process and the evaluation report.
17. **ILO-IPEC Debriefings.** The evaluators conducted debriefing meetings with ILO project and HQ staff in Accra and Abidjan to present and discuss initial findings. Upon returning from Cote d'Ivoire, the team leader provided a post-trip debriefing by Skype to IPEC- Evaluation and Impact Assessment (EIA) to share the initial findings and seek any clarifying guidance needed to prepare the report.
18. **Limitations.** Overall, findings have been based on information collected from background documents and in interviews with stakeholders and project staff. The accuracy of the evaluation findings are determined by the integrity of information provided to the evaluator from these sources and the ability of the evaluator to triangulate this information.
19. More specific limitations faced by the evaluators where: the lack of the impact evaluation that limited the availability of quantitative data; in Cote d'Ivoire the schools were already closed, which limited the possibility to interact with children and teachers; some key stakeholders weren't available and delegated

in colleagues for the interviews, which might have limited, to some extent, the outcomes of these interviews.

20. Also, an extension to the Project was approved (until December) at the end of August, when the evaluators were finishing drafting this report, so more completed results could not be assessed as the project will continue its implementation for four more months.

3. Findings

21. The following findings are based on the review of key project documents and reports and interviews conducted during the fieldwork phase. The findings address the key questions listed in the Terms of Reference (TOR) and are presented according to the following evaluation categories: project design, relevance, effectiveness and efficiency, gender issues, potential impact and sustainability.

3.1 *Project design*

22. In this section, the evaluation assesses the extent to which the project design was appropriate to achieve the expected outputs and objectives, addressing the strengths and weaknesses of the project identification, the validity of the project design, the internal logic and coherence, and the external logic.

3.1.1 *Project Identification*

23. The CCP project was conceived in reference to the “Framework of Action”⁴ for efforts aimed towards a significant reduction in the worst forms of child labour in cocoa producing areas of Côte d’Ivoire and Ghana. In this manner, it was intended to support the further implementation and realization of the goals of the Harkin-Engel Protocol. The project was conceived, as well, in line with the USDOL Concept Note on Worst forms of Child labour (WFCL) in the West-Africa cocoa growing communities, and on the basis of a consultation mission to Accra and Abidjan by a multidisciplinary IPEC team in July 2010. Also, the ILO was clear that the strategy should also be in line with the priorities expressed by national constituents, as per ILO policy on technical cooperation. In these sense, there were negotiations with USDOL to ensure that the project – by introducing and IAB approach – would be acceptable to the RCI and Ghana constituents.
24. Meetings were held with representatives of key ILO constituent bodies including numerous ministries, workers and employers’ organizations, as well as the United Nations (UN) system, international organizations, civil society organizations and a number of relevant resource people. Consultations were also held with the global cocoa industry and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers’ Associations (IUF). ILO specialized departments also provided input. The tripartite constituents and other stakeholders validated the strategy both at consultations with Ghanaian and Ivorian constituents at national and district levels as well as with other global and national partners which were necessary to fine-tune the project strategy to ensure that it continues to meet the needs of the constituents.
25. The project was officially launched in April 2011 in Koforidua (Ghana) and in August 2011 in Grand Bassam (Côte d’Ivoire). These workshops allowed for open discussion with ILO constituents and all relevant stakeholders, providing inputs for the revision of the strategy and the logical framework (objectives, outcomes and activities).
26. Thereafter, a “task force” was set up by ILO and the sector Ministry (Ministry of Employment) in both countries to review and define the criteria to pre-select potential intervention districts or departments. This task force was formed by key members of the National Steering Committee (NSC), Ministry of Employment, Child Labour Unit and social partners (as well as other key partner agencies).

⁴ The purpose of the framework of action was to reduce the worst forms of child labor 70% by 2020. Specifically, to remove children from and prevent children’s involvement in the worst forms of child labor, promote sustainable livelihoods for cocoa growers, establish and implement community-based child labor monitoring systems, and continue national child labor surveys.

27. The project design and its objectives and outputs are highly relevant for the child labour context in Ghana and Cote d'Ivoire. All relevant stakeholders confirmed this to the evaluators, notably the Ministry of Labour and the National Development Planning Commission (NDPC) in Ghana, and the *Comité Inter-Ministeriel* (CIM) in Cote d'Ivoire, as well as the participants at the National Evaluation Workshops held in Accra and Abidjan.
28. The project design was based on a thorough diagnostic assessment. Baseline studies were used to collect contextual information to understand the causes of child labour, as well as children's working and living environment, to provide statistical estimations on the incidence of child labour and to assist in the identification and selection of beneficiaries (children at risk of and taking part in child labour and families that met the eligibility criteria to be part of the intervention's target population and receive services). The baselines also provided initial values for most of the indicators included in the Outcome Measurement Framework.
29. Furthermore, as the CCP not only included interventions carried out on direct beneficiaries, but also included interventions aimed at improving national policies, building-up institutional capacity, increasing awareness at all levels on negative issues related to child labour and broadening the knowledge base on child labour, an *Institutional Situational Analysis* was conducted to complement the "baseline studies".

3.1.2 *The validity of the Project design*

30. The CCP project was conceived by taking into consideration previous experiences of IPEC projects in both these countries and the West-Africa region. The project was designed to provide an integrated approach on the elimination of child labour in cocoa growing communities. It was also conceived as a pilot project with the possibility of scaling-up in the future if the results and outputs were adequate. Through the interviews conducted at all levels, the evaluators could witness the existing consensus on the appropriateness of the overall project design, that addresses the main root causes of child labour in the cocoa growing communities.

3.1.3 *Internal logic and coherence*

31. The Project Document was developed through a long process of consultation that comprised a substantial and thorough level of intellectual input into the process of project formulation and provided a sound and informed input for the strategy and approach to be used for combating child labour in the cocoa growing communities in Ghana and Cote d'Ivoire.
32. The project design is based on a thorough problem and objectives analysis and on a sound Theory of Change (ToC) which was developed that helped focus the project's strategy. The evaluators found the project to be logically robust. Overall, there are strong causal relationships between the project's objectives, outputs and activities. Also, a comprehensive set of relevant and useful indicators was elaborated (at the outcomes, outputs and impact level).
33. On the other hand, the assumptions identified in the ProDoc are too general: "The political situation in both countries will remain sufficiently calm to permit implementation", "that the engagement of the ILO constituents in both countries will continue", and "that no major natural disasters or new economic shocks, occur for the duration of the project". Assumptions are important events, conditions or decisions necessary for sustaining objectives in the long run. The probability and significance of external conditions being met should have been estimated as some could have been critical to project success (e.g. necessary degree of national ownership; availability of national and decentralized budget allocations; appropriate institutional and human resource capacities for CLMS operation at district and local levels; agricultural extension

support to farmers; and political will and resources to ensure that policies and legislations are developed and enacted)

34. The objectives and targets of the project were clear. Regarding its realism degree and likelihood to be achieved within the established time schedule and with the allocated resources (including financial and human resources), we quote the Project Implementation Review (PIR): “Stakeholders felt that immediate project objectives were clear and realistic and to a large degree achievable within the given period. However in the facilitator’s experience, the sustainable development processes that the project supports will take longer than the 30 months allocated to action programs to become part of the social norms of the communities concerned, so capacity building to enable local services to pick up where the project ends, is the basis for long term success”. It must be highlighted, and it will be further explained and explored in the present document, that the actual time allocated to the implementation of the Action Plans (APs) at the community level was 12-18 months, depending on the cases.

3.1.4 External coherence

35. At the national level, relevant stakeholders confirmed the alignment of the project with national policies, development objectives and National Action Plans (NAPs). Furthermore, the CCP promoted and relied on a wide platform constituted by ILO constituents and Non-Governmental Organizations (NGOs) that allowed for a greater synergy in its implementation.
36. The project design recognized the existing roles related to the different national partners. Thus, the project itself did not design new roles for these partners, but rather supported or facilitated them to perform their tasks more effectively. For instance, the capacity building for labour inspectors and the work of the General and Agricultural Workers’ Union of Ghana - GAWU (in Ghana) was directed to help them perform better. The elaboration of manuals that include child labour concerns also ensures that child labour issues remain mainstreamed in education management or, for instance, in the agricultural extension units.
37. At the district level, the project brought together a coalition of all key stakeholders that support children. The District Assemblies and Prefectures played a pivotal role in ensuring that the project formed part of the district’s operations. Various departments including education, health, social welfare, labour, and agriculture, as well as the social partners and NGOs, all had different roles to play in the project and discussions at the district level indicated that each department, agency or NGO role was recognized and well delineated while also seen as contributing to the whole enterprise. Thus, synergies were created among the different agencies that contributed to the project.
38. At the local level, using the Community Action Plan (CAP) approach to community development and facilitating its mainstreaming into district/municipal planning processes was also critical for mainstreaming project work into existing structures and operations. This is also considered a *good practice* that could be scaled-up/replicated.

3.2 Relevance

39. This section analyses the project’s consistency with the needs of key stakeholders and beneficiaries; the appropriateness of the sectors/target groups and locations chosen to develop the project based on the findings of baseline surveys; the current CCP relevance; and the validity of the project approach and strategies as well as its potential to be scaled-up and replicated.

3.2.1 Project's consistency with the needs of key stakeholders and beneficiaries

40. Overall, the objectives, strategies and methodologies of the CCP project have proved relevant to address the challenges identified regarding the fight against child labour in the cocoa growing communities in Ghana and Cote d'Ivoire. According to the data gathered by the evaluators, the CCP project is aligned with the NAPs in both countries, and the fight against and the efforts to monitor child labour are both fundamental in national contexts where capacities and policies need yet to be strengthened. The limited time available prevented the full implementation of the livelihood component, and the impact it may have in increasing cocoa productivity and in generating income amidst beneficiaries cannot yet be analysed. The vast majority of national partners interviewed during the evaluation stressed the relevance of the CCP Project and the ongoing need for institutional and capacity building.
41. Regarding the needs of the beneficiaries, the project responded adequately by increasing awareness on the need to eliminate child labour; increasing school enrolment and attendance; supporting communities in developing and implementing their own child labour committees and action plans; and by supporting parents with income generating skills and start-up kits. Also, the beneficiaries unanimously asked for further support to consolidate these achievements.

3.2.2 Appropriateness of the sectors/target groups and locations chosen to develop the project

42. The consultation process that ILO conducted with key national partners in both countries, and the criteria agreed by all concerned parties (production of cocoa, incidence of child labour, previous or current ILO/IPEC interventions, etc.) for the selection of districts and communities in Ghana and Côte d'Ivoire ensured the appropriateness of the locations chosen to develop the project.
43. The selection of beneficiaries followed a well laid out pattern, using information from the baseline along with verification and validation by project staff and community child protection committees in order to ensure that the selected beneficiaries were those in real need of support. In addition, project staff, the CAP facilitating agency and the Implementing Agencies (IAs) also implemented other strategies to verify and validate information from the baseline to get a more realistic picture.
44. Evidence from the evaluation indicated that more consultation, particularly with community authorities and populations, would have broadened and strengthened the beneficiary base. Also, given that schools have become the focal point of the project, the area of influence of the school should have also been considered. This would have included in the project other beneficiaries in more need than some of those selected.

3.2.3 Current CCP relevance

45. The project remained highly relevant during its implementation and, though the situation in target communities and at the institutional level has improved, the needs remain substantially the same since the beginning of the project. The project will continue to be relevant after its completion. The vast majority of national and local partners, community members and beneficiaries that were interviewed during the evaluation strongly requested further technical (and financial) support to consolidate the achievements reached so far.

3.2.4 Validity of the project approach and strategies, and its potential to be scaled-up and replicated

46. The project approach proved valid. It addresses in an integrated way the root causes of child labour (lack of awareness, poverty, constraints on education, insufficient institutional capacities) and as the enabling environment (Institutional capacities and support to the project, awareness rising, community mobilization, legitimacy of the Implementing Agencies among communities and authorities...) in both Ghana and Cote d'Ivoire has substantially improved. As was mentioned before, almost unanimously, all the stakeholders requested to upscale the project to other communities and departments in order to increase the number of beneficiaries. The potential to scale-up (first in the cocoa growing communities within Ghana and Cote d'Ivoire), and to replicate the project in other sectors/countries is very high.
47. A feature of this project strategy is the impact evaluation designed. The evaluators noted that the project, with the support of an ILO-IPEC technical project implemented by the inter agency program Understanding Children's Work (UCW), developed an Impact Evaluation design for the entire interventions package in Ghana. This Impact Evaluation design was based on a comprehensive baseline and included planned follow-up surveys at the end of the project. Due to unavailability of funds the follow-up surveys would not be implemented within the period of the project (at the moment when this report has been completed). The impact evaluation could supply sound empiric evidence on the impact of "an integrated ILO child labour project" such as the CCP and, as such, could provide very valuable insights and inputs for the scaling-up of the project and to inform the design of other integrated interventions, whether in Ghana/Cote d'Ivoire, in the cocoa growing communities or in other countries/sectors.

3.3 Effectiveness and efficiency

48. This section examines the project's overall progress and the challenges it faced during its implementation. It addresses the effectiveness of the Integrated Area Based approach as well as the effectiveness of the Action Projects implemented and the overall achievement of Immediate Objectives and Project Outputs. The last sub-section examines, in general, if the results obtained justify the costs incurred in by the project activities.

3.3.1 Overall project progress and challenges in implementation

49. After the preparatory work had been conducted and activities at the national level had begun, some factors delayed considerably the start of direct provision activities in the communities (until mid-2013): there were delays in the recruitment of ILO/IPEC staff and the transition of the Chief Technical Advisors –CTA– (June 2011 to January 2012); the time (12 months) it took to procure and administer the baseline survey in Ghana; and, additionally, the cost of the baseline survey, that led to a lengthy budget revision process. These factors affected both countries, Ghana and Cote D'Ivoire. Furthermore, in Ghana, the National Steering Committee on Child Labour (NSCCL) took eight months (August 2012-March 2013) to resolve differences with the National Programme on the Elimination of Child Labour in Cocoa (NPECLC) over the method of selecting beneficiaries, during which the project was unable to begin work with the beneficiaries in Ghana. This was followed by a period (March 2013 - October 2013) during which NPECLC was not operational due to government financial reasons. In Cote d'Ivoire, the start of the project's execution at the community level was hampered by the socio-political and military crisis in the country.
50. Also, conversations with stakeholders, especially project staff and implementing partners, revealed that these parties saw the delays in the execution of the project, due to administrative bottlenecks, as a result of the complexity of ILO and USDOL administrative and financial procedures and processes; a heavy reporting system that generated substantial administrative workload; or delays in the transfer of funds to the Implementing Agencies by ILO/IPEC) as an important drawback to how the project had been

implemented. These, in addition to the previous delays, meant that project staff and their partners across the spectrum had to work within a tight schedule to deliver the planned outputs. As a result, in some cases the process may have been short-circuited, thus preventing the real integration of activities and results.

51. However, despite these difficulties, the evaluators, based on quantitative evidence as well as qualitative information gathered among all key stakeholders, found that the project was executed with high levels of effectiveness and has successfully been able to deliver the majority of proposed outputs, most of the targets set for the project were exceeded and the number of beneficiaries reached surpassed the originally proposed.

3.3.2 Effectiveness of the integrated area-based (IAB) approach

52. The core function of the project being to design and implement an integrated area-based approach for the elimination of child labour was, overall, achieved at district level. As a result of the integrated design, the project has managed to bring together all the relevant key stakeholders that work with children and the cocoa growing communities to deploy a set of inter-related interventions to address holistically the deep causes of child labour. Working with these institutions has greatly built their capacity, specifically their knowledge base on child labour issues and their capacity to work with communities and children.
53. However, at the community level, the need of obtaining results and delivering a large number of outputs in a very short period of time affected implementation in the following ways: the project focused more on the beneficiaries than on a community-based holistic approach, and the schedule, the process of implementation and the sequence of activities implemented was strongly determined by this time constraint.

3.3.3 Effectiveness of the different action projects implemented

54. The delays mentioned in sub-section 3.3.1 gave the implementing agencies a considerably shorter time than planned (roughly 1 year) to engage with beneficiaries and communities, execute the activities and deliver the expected outputs. Nevertheless the different Action Projects were fully implemented, outputs were delivered and targets greatly reached in most cases.
55. All the APs were critical for the delivery of an integrated approach on the elimination of child labour. CAP AP was crucial in providing the basis for working with communities. The awareness raising that went along with the development of the CAPs and the subsequent work was, to some extent, responsible for the gains made in the project. The rest of the APs were crucial for ensuring that the project reached its targeted beneficiaries with the services they needed.

3.3.4 Effectiveness of the school kits

56. The evaluators found that direct supplies to children was a necessary first step in motivating families and children to go to and stay in school. However, the sustainability of these measures has to be weighed. Until the authorities fulfil its promise to deliver genuinely free education for all, the parents/communities will be responsible of providing similar supplies in the future, and this will greatly depend on the outcomes of the livelihood component.

3.3.5 Achievement of immediate objectives and project outputs⁵

57. The progress towards the achievement of the intermediate objectives could not be fully assessed through the outcome indicators (included in the CMES) because they were not available at the time the evaluation was conducted due to the absence of a follow up survey. Therefore, the evaluators assessed initial output and objectives achievements when feasible and the progress made by the project along with the challenges faced in achieving the Immediate Objectives.

Immediate Objective 1: By the end of the project, target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour within their communities.

58. The project has been able to increase the understanding of child labour and, developed and started implementation of action plans to eliminate child labour within the targeted communities.
59. Through the awareness raising activities conducted by the project (among Child Protection Committees – CPCs-, community members, schools and beneficiaries on child labour and education), the evaluators could confirm, through the field visits conducted, that all parties interviewed (Community members, Key partners, CPCs, chiefs and school teachers and authorities) are now more aware of child labour issues and hazards and are actively engaging along with the families and children to end child labour and keep children in school. However, full ownership of the project and full community mobilization has not yet been achieved.
60. Regarding CAP development, the evaluators found that the process had been participatory, had involved the International Cocoa Initiative (ICI) as a facilitating agent, and, more importantly, had used local human resources for direct facilitation activities. CAPs reflect the needs and aspirations of communities and are indeed very powerful tools to strengthen social organization and community capacity for advocacy towards authorities. On their side, local/district authorities expressed to the evaluators a great interest in working together with the project and the communities to address the problem of child labour and to collaborate in the implementation of CAPs. However there is still room for capacity building at the community and district level for CAP implementation, resource mobilization and subsequent updating of CAPs.

Output 1.1: Target communities are sensitized through information, dialogue and analysis concerning children's work and education.

61. Baseline studies showed a lack of understanding or knowledge on child labour concepts, relevant laws and Conventions on child labour; Mainstreaming of CAPs design/monitoring and evaluation/resource mobilization; at the community/district level. But at the same time most of respondents were inclined towards the elimination of forms of child labour and the promotion of child welfare and development.
62. In both countries, Ghana and Cote d'Ivoire, the project developed countless awareness raising activities among key partners including District Child Protection Committees (DCPCs), Community Child Protection Committees (CPCs,) Chiefs, teachers, parents, as well as mandated institutions including, Labour, Agriculture and Social Welfare Departments, Community Development and Cooperative Departments, and Social Partners (Workers and Employers' organizations) and NGOs.
63. Primary and secondary data gathered by the evaluators, and using the baseline study as a reference too, shows that awareness rising among National and District partners has increased and authorities at decentralized levels have been mobilized in support of the program. The field visits and the interviews

⁵ See Annex A for a complete list of key results attained by the project sorted out by I.O and outputs, and comparing the actual achievements against the targets defined by the indicators.

held with district and local authorities, community members, parents and children showed the evaluators that the level of awareness on child labour in project communities and districts is very high.

64. Despite the project's success in informing and sensitizing communities concerning children's work and education, the information gathered by the evaluators indicates that attitude and behavioural changes take time to be fully consolidated as it demands a big cultural change in practices that have been present for a long time.

Output 1.2: *Support for the development, implementation, monitoring and evaluation of Community Action Plans (CAPs).*

65. According to the baseline data, 35% of respondents in Ghana reported that they had CAPs in their communities, however there was no evidence of "documented community action plans"⁶. In Cote d'Ivoire, during the baseline survey, 71.2% of communities indicated that they had CAPs but, as in the case of Ghana, there was no documented evidence of this.
66. The project has achieved its targets regarding the development and implementation of CAPs. In total, 81 Community Action Plans (CAPs) have been developed and are being implemented in target communities. However, testimonies from community and CCPC members and most of the stakeholders concerned show that full ownership of the CAP among all community members has yet to be achieved (e.g. the beneficiaries' selection process generated a negative response among some community members to participate in the implementation of CAPs).

Output 1.3: *Support for advocacy: (i) for the implementation of CAPs, (ii) for the implementation of national policies and programs supporting child rights and child protection.*

67. At the time when the baseline was conducted, there was no evidence suggesting that any CAPs had been implemented neither in Ghana nor in Cote d'Ivoire.
68. Regarding CAP implementation, in **Ghana** the results are obtained are below the established goal (by 28%), while in **Cote d'Ivoire** the results achieved are higher than the initially expected (by 76%). The reasons explaining the difference in target achievement among both countries may be that, in most cases, the objectives defined in the Ivorian CAPs could be more modest or realistic; and that the "community approach" of the livelihood activities might be stronger.
69. In **Ghana**, all key district level partners have signed a Memorandum of Commitment to play their roles in the implementation of CAPs. District and Community Child Protection Committees (CPCs) are actively engaged in child labour elimination activities, including social mobilization, monitoring of children and CAP implementation. Some communities have started implementing actions listed in their CAPs, such as restoring or building classrooms, teachers' quarters, and developing community rules against child labour.
70. In **Cote d'Ivoire**, 40 Community Child Protection Committees (CCPCs) were officially installed by decrees signed by the Prefects and Sous-Prefects. CAP implementation has started and the project continues advocacy with communities to mobilize internal resources along with local authorities and other partners such as mayors, regional councils and the cocoa companies. Key partners have exhibited a high interest in addressing child labour issues as well as supporting Project implementation. Commitments were made mainly by municipalities to support CAPs and include them in their general development plans.

⁶ No documentation of agreements made by communities was available.

71. Despite these results, the potential of building capacity at the community and district level for CAP implementation, resource mobilization and subsequent updating of CAPs hasn't yet been fully achieved.
72. Mainstreaming CAPS into district/municipal planning processes is laudable and may help sustain the CAPs and provide some district support as evidenced in some districts and communities. However, there is also the need for sub texts to the CAP that clearly states how the community will mobilize resources for the CAP. A five year CAP is also too long unless there is a plan and strategy to continuously work with the committees to implement, monitor, review and update the CAP.
73. CAP sustainability may be challenged without further continuous support from the ILO, the IAs and national and district agencies to the communities.

Immediate objective 2: *By the end of the project boys and girls in cocoa growing communities will have better access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are not in school.*

74. The project has proved effective in increasing access to relevant education; and has made significant efforts to improve its quality by improving school infrastructures, providing teaching and learning materials, and training teachers and/or the School Management Committees (SMC). 5,377 children in or at high risk of entering into child labour have been provided with educational or vocational services in Ghana and Cote d'Ivoire.
75. However, despite the remarkable efforts made and the progress achieved the need of educational infrastructures is rising faster than the capacity to deliver them. The current training methods for teachers provided both by the project and by the government seem insufficient and it is difficult to assess whether the training had an impact in classroom practices. Also, there is still plenty of room to improve school management structures and processes. The results achieved in the promotion of Technical and Vocational Education and Training (TVET) opportunities among children in Ghana are lower than expected, as interest in formal education is higher than in vocational education, and there are limited vocational education and training opportunities at the community level.

Output 2.1: *Withdrawal and prevention of children, including children of migrants and share-croppers, from child labour through expanded alternative/accelerated/ transitional/supplementary/ formal/non-formal/vocational/direct educational services.*

76. The number of communities reported, at baseline, having child protection committees or community rules and regulations regarding child labour; registering Child Labourers or undertaking any activities aimed at the welfare of children was negligible. There was no evidence of any children, engaged in child labour or at high risk of entering child labour, being provided with education (formal or non-formal) or vocational services at the inception of the project.
77. Through the project, a total of **5,377 children in Ghana and Cote d'Ivoire** (out of a target of 5,000) 2,784 (52%) boys and 2,593 (48%) girls, in or at high risk of entering into child labour have been assisted with direct services (school kits, enrolment in formal/non formal/TVET education schemes, catch-up/holiday classes, literacy courses...).
78. A total of 556 (out of a target of 4,600) children engaged in child labour or at high risk of entering child labour were enrolled in formal education (primary school). Although the majority of the 5,377 children provided with educational services were already registered in school, according to primary and secondary data gathered by the evaluators, school attendance and retention rates were the real challenge.

79. The results achieved in non-formal education services (catch-up /remedial/support classes, as well as transitional and literacy courses) greatly exceed the targets initially defined (1.800 children). In both countries a total of 2.482 children (1.232 boys and 1.250 girls) were provided with non-formal education services.

Output 2.2: *Coordination for promoting improved school infrastructure (including access to drinking water) and more school feeding programs.*

80. According to the baseline studies, although the majority of the communities had schools, they were old, in poor physical conditions and were lacking educational materials.
81. The project developed a wide range of activities to improve infrastructures and availability of equipment and material. These activities include the provision of teaching and learning materials, such as dual desks for pupils, desks and chairs for teacher, dictionaries, textbooks, writing boards, etc. and of infrastructures in 59 schools in the target communities (**40 in Ghana and 19 in Cote d'Ivoire**⁷), including the construction or restoration of classrooms, the improvement of water/sanitation facilities, the construction of teachers' quarters, etc. This has surpassed the established goal of 50 schools.
82. Although education is a priority reflected in the CAPs and the communities, with the support of the authorities at the decentralized levels, and even though there has been remarkable progress, with the increased enrolment comes an increased demand for space and teachers, and so far, the need of educational infrastructures is rising faster than the capacity to deliver them.
83. Regarding the improvement of school canteens, a community profiling exercise in June 2011 revealed that only 10 schools in the target communities in Ghana had something like a school canteen or a school feeding program. This was confirmed in the baseline survey exercise of August 2012, which indicated that about 23% of schools in target communities had a form of school feeding program. In Cote d'Ivoire, the percentage was closer to 39%.
84. In **Cote d'Ivoire** the project contributed with the construction and provision of 3 months' worth of food supplies and nutritional supplements for 9 school canteens, which represents a 90% of achievement of the proposed target. In **Ghana**, results are different (25% of achievement) since the project strategy shifted towards advocating and engaging with the existing School Feeding Programme/District Assemblies (DA) for the extension of its facilities to the project's target communities.

Output 2.3: *Implementation of appropriate strategies to increase numbers of trained male and female primary school teachers working in cocoa growing communities.*

85. Baseline data showed that 69.2% of schools in **Ghana** provide annual training for teachers and that 66.7% of schools in **Cote d'Ivoire** receive (from the Ministry of Education) annually some form of training. However, this information couldn't be confirmed by the evaluators through the interviews conducted with teachers and school principals during the field visit. Furthermore, they declared that their training might be out-dated and that the number of untrained teachers in project communities is high.
86. In both **Ghana and Cote d'Ivoire** the targets set in terms of the number of schools (40 in Ghana and 20 in Cote d'Ivoire) where teachers were to receive training in modern pedagogic methods were successfully met.

⁷ The original targets for this output were 40 schools in Ghana and 10 in Cote d'Ivoire

87. In **Ghana** 458 formal education teachers, head teachers, District Education Directors, Circuit Supervisors and District Education Oversight Committees were given in-service training in pedagogy/modern methods of teaching and *Supporting Children's Rights through Education, the Arts and the Media* (SCREAM) methodology. Also, the Ghana National Association of Teachers (GNAT) collaborated with the Project in training 300 untrained teachers in 3 Districts in 2012, 2013 and 2014. In **Cote d'Ivoire** the Ministry of Education provided pedagogic training and the project delivered specific training on child labour.
88. Opinions collected by the evaluators from teachers and school principals (in Ghana) and relevant stakeholders (both in Ghana and Cote d'Ivoire) indicated that not all the teachers received training and that where teachers were trained, it was difficult to confirm that the training was making a difference in classroom practices. One week of training for teachers seems insufficient and its impact on improving teacher capacities remains unclear.

Output 2.4: *Training for appropriate school governance structures, including SMCs and CGSs, in order to enhance local governance, community input and oversight of primary school management.*

89. According to the baseline survey, in Ghana, about 90% of schools had school management committees (SMC), although a school needs assessment exercise carried out prior to the baseline survey revealed that about 60% of target schools had *active* SMCs. In Cote d'Ivoire 94.4% of schools in target communities had SMCs and, also, less than half this number could be described as “active”.
90. The project has largely met the goals established in terms of the number of schools (61 out of a target of 51) with improved school management committees (SMCs), and various activities have been developed in order to mainstream child labour, governance and leadership issues in the SMCs and to improve community participation in school governance.
91. Despite the efforts developed in strengthening the SMCs, the opinions gathered during the interviews and the perception of the evaluators point out that there is still plenty of room to improve the management structures and processes of the schools, in areas such as parents participation; students' learning assessment; teachers' performance evaluation; school plan development; financing mechanisms and instruments; etc.

Output 2.5: *Research, support and promotion of TVET opportunities, including model farm schools /Junior FFS.*

92. The baseline surveys did not find evidence of any children, engaged in child labour or at high risk of entering child labour, being enrolled in any form of TVET.
93. The results obtained by the project in the promotion of TVET opportunities among children in **Ghana** are lower than expected. According to the information gathered among project staff and the IAs, the interest in formal education is greater than the interest in vocational education. Additionally, there are limited vocational education and training opportunities at the community level. As a consequence, only 18 children (out of a target of 152) were enrolled in TVET courses outside their communities
94. In **Cote d'Ivoire** the results achieved are slightly higher than the expected goals (150 children). In this case, 155 children were enrolled in vocational education services, of which 105 children aged between 13 and 17 years, started vocational training with master craftsmen in their communities and 50 were enrolled in training outside their communities. Additionally, most of children within legal working age (295) were referred to the livestock breeding or junior farm schools with the support of the *Association Nationale d'Appui au Développement Rural* (ANADER) and were provided with Employment services (poultry business start-up and junior farm school).

Output 2.6: *Implementation of strategies to encourage a more positive image of agriculture through the understanding of its potential as a career choice.*

95. The project has incorporated cocoa and child labour issues in extracurricular activities in 56 schools in both Ghana and Cote d'Ivoire, which surpasses by 87% the target established by the project.
96. In **Ghana**, child labour was mainstreamed into extra-curricular activities of target schools with 40 SCREAM Clubs set up, giving a total of 406 Club members and 79 mentors trained and actively engaged in peer and community sensitization on child labour and education. The project is also supporting the development of sports activities as a tool for sensitization against child labour. Sport materials were provided to all the public schools in the target communities, and football competitions were held among the schools. However, the evaluators couldn't find any evidence that suggests that the project implemented specific actions to promote a positive image of agriculture.
97. In **Cote d'Ivoire**, certain concepts regarding child labour issues and Agriculture are already part of the school curriculum. The project also addressed this issue through some extracurricular and SCREAM activities. Furthermore, the 4 implementing agencies sensitized teachers to strengthen the teaching of these subjects in classes.

Immediate objective 3: *By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods.*⁸

98. The project provided targeted households in cocoa growing communities with livelihood services and 2.200 households have received different related services in Ghana and Cote d'Ivoire: 1.684 farmers (1.046 male and 638 female) were provided with training on Good Agricultural Practices (GAP); 2.043 adults participated in literacy and numeracy courses; 1.205 farmers received training in Occupational Safety and Health (OSH); all the beneficiaries participated in management and accounting training; 1.500 beneficiaries received training on savings and micro-credit; and most beneficiaries across the target districts have started producing agricultural/farm produce (corn, rice, poultry...) and/or diverse goods (soap, palm oil, bakery...)
99. However, the reduced time available prevented the full implementation of the livelihoods. The change (and improvement) of practices and the impact it may have in increasing cocoa productivity cannot yet be confirmed, and all relevant stakeholders, and the farmers themselves, considered that it will still take time and further external support to consolidate this progress. However, the potential of the Income Generating Activities is very high, even though the challenges faced such as the election of activities in some cases; community work issues; accountant-economic management; or the sale of products, are still significant. The generation of income in the short term from these activities still seems uncertain and is probably not sustainable without further external support.

Output 3.1: *Research and implementation of strategies for improved cocoa productivity among target households, including Farmer Field Schools (FFS).*

100. The baseline survey indicated that an average of nearly three-quarters of farmers implemented methods to increase productivity, but these methods only included the use of fertilizers and pesticides.
101. In both Ghana and Cote d'Ivoire research was conducted on improving cocoa productivity and the results were being used to train cocoa farmers in targeted communities. In the two countries, a total of 1.684

⁸ Two sub-studies on the livelihood component (one in Ghana and one in Cote d'Ivoire) were conducted to provide a more in-depth understanding of its outcomes and impacts. The evaluators incorporated findings of the sub-study reports in the evaluation report.

farmers (out of a target of 400) 1,046 male and 638 female were provided with training on Good Agricultural Practices (GAP) in aspects including the growth pattern of cocoa trees, pruning, sanitary harvesting⁹, soil fertility management, integrated pest management and agro-chemical usage, multiple cropping systems, maintenance of farm records, application of methods on demonstration farms, and livelihood diversification.

102. According to the data collected by the evaluators, and the results of the livelihood sub-studies, currently, it is not possible to affirm that the cocoa productivity has increased as a result of improved agriculture practices, which was the focus of the trainings. The change of practices and the subsequent impact it may have in increasing productivity will still take time and further external support to develop.

Output 3.2: *Research and implementation of strategies to promote youth and adult literacy and numeracy among target households.*

103. In **Ghana**, the project mapped the existing literacy programmes and both literacy and numeracy needs of target households and worked with key partners including the Non Formal Education Division (NFED) and Ghana Education Service (GES) for the extension of educational interventions in the target communities. Local Facilitators were trained by NFED and the National Functional Literacy Programme (NFLP) was extended to all 40 target communities and reached 1171 beneficiaries.
104. In **Cote d'Ivoire**, the assessment of literacy and numeracy needs among parents and adolescents in targeted households reported that over 90% were interested in such a program. The project then sensitized target communities to integrate these needs into their CAP and, due to the scale of the needs, the project advocated towards educational authorities and other partners such as NGOs to extend existing programs to project communities. As a result, the communities committed to sustaining the programs by supporting the salaries of trainers, and local/national educational authorities provided learning material and supervisors who conducted the training of literacy teachers for the communities. In CCP communities, 872 adults have benefitted from functional literacy programs.

Output 3.3: *Strategies for increased workplace safety including worksite protection, particularly for children above the minimum age for work.*

105. In a needs assessment exercise on knowledge and awareness of OSH among Agriculture and Cocoa Extension Service Providers conducted in Ghana about a third of the agents described their level of knowledge/awareness as "poor" with only about 7% ever participating in training on the subject, which is likely to translate to low levels of knowledge on the subject among cocoa farmers as well.
106. In **Ghana**, GAWU provided 784 project beneficiaries with training on OSH. About 1,775 non-beneficiaries also took part in the training. In **Cote d'Ivoire**, 19 peer trainers from 4 targeted departments were trained and received technical assistance on how to improve cocoa productivity and on Child Labour (CL) and OSH. A training manual and guideline was produced for them to train farmers. Additionally, ANADER provides training to farmers in OSH through the farm-schools. In total, 421 farmers have received training in OSH procedures.
107. In both countries 1,205 farmers, out of a provision of 400, participated in training activities. The actual number of farmers that regularly apply OSH is yet to be confirmed. As is the case with the cocoa productivity component, the change of practices and the impact it may have in increasing OSH will still take time to fully put in practice and to assess.

⁹ Sanitary cocoa bean harvesting: This method consists of collecting any unhealthy and damaged pods and burying them in the ground. This puts a stop to the propagation of "brown rot".

Output 3.4: *Research and implementation of appropriate micro-finance, savings-skills training and entrepreneurship strategies for target households.*

108. At the beginning of the project, there was limited evidence of additional livelihood services in households. At the end of the project, 2.200 households (out of the 2.000 initially planned, 1.000 on each country) across the communities in Ghana and Cote d'Ivoire received livelihood services from the project.
109. In **Ghana**, the majority of the livelihood services provided are group businesses (soap making, bee keeping, palm oil extraction, bakery and pastries). Poultry keeping and vegetable cultivation are individual businesses, although beneficiaries were trained in a group. In **Cote d'Ivoire** the implementation of the livelihood services was essentially based on a community approach. The objective is to reinforce the socio-economic capacities of the communities to lead, in the medium-term, to the improvement of the livelihoods of individuals and households. All if the 1000 beneficiaries in Cote d'Ivoire are organized in groups.
110. Both in Ghana and in Cote d'Ivoire, the livelihood options were selected taking particular account of the possibility of implementing the activity within a period not exceeding 4 months. Additionally a needs assessment study was conducted in Ghana.
111. **In Ghana** 1.145 families received livelihood services: bee-keeping, soap-making, palm oil extraction, pastries and confectionaries, trading, grass cutter rearing and poultry breeding; and 1.022 families have received start-up tools and other inputs. Beneficiaries have also participated in training on business management, basic book-keeping, group formation and the benefits of savings and credit schemes. The project supplied building materials for the construction of production centres in 41 target communities as part of the start-up package. Four of the centres have been completed and are now in use, 24 are under construction and 24 are mobilizing internal resources to begin working. So far, 762 beneficiaries across the target districts have started producing soap, palm oil, pastries, vegetables, honey, poultry, and grass cutters for sale.
112. **In Cote d'Ivoire**, livelihood services were provided to a total of 1000 families. Beneficiaries were provided with training in management and simplified accounting and received support to develop income-generating activities (IGA) based on agricultural activities, such as the production of corn, soya, cassava, poultry and pig breeding, and non-agricultural products as well, such as tricycles and bricks.
113. In **Ghana**, the livelihood sub-study shows one significant finding among the soap makers in some communities, that is the private undertaking of this venture by some of the group members. Some women are even engaged in this private enterprise. While no records were produced, the women indicated that revenues from soap sales have been used in many ways, including supplementing household incomes for consumption, the payment of health examination fees of their children, etc. Similarly, some poultry farmers were able to sell their birds and the incomes have been spent on consumption, education and the opening of group bank accounts.
114. Also in **Cote d'Ivoire**, the sub-study shows that the produce grown as a result of livelihood interventions have contributed to support some school canteens, strengthen the food security of some households, and in some cases, the sales gains have been invested in school infrastructure or were preserved to strengthen the productive capital of the group.
115. Regarding the access to micro finance/saving schemes, baseline survey data shows that less than five percent of the communities in Ghana had access to these services (only about 3.4% of target communities had a credit and savings institution), and that these services are non-existent in cote d'Ivoire.

116. **In Ghana**, 1,200 beneficiaries (out of an initial target of 200) received training on savings and micro-credit and 340 were linked to a Micro Finance Institution (MFI) to give them access to credit for improving their businesses, their children's education and other needs. **In Cote d'Ivoire**, 320 beneficiaries (out of a target of 200) received training on how to manage their savings and loans through access to microfinance. The project identified COOPEC (Cooperative of Savings and Credit), a microfinance institution created to support rural development, to open savings accounts for target associations and provide loans (as soon as conditions are met) for the groups. Additionally, 45 members of women cooperatives and focal points of CAPs received training on how to organize a self-help association.
117. The livelihood sub-studies show that a number of these groups have opened savings accounts with part of the initial revenues derived from the sale of the items produced. While the amounts deposited are modest, it is nevertheless encouraging given that the livelihood activities have been operational for only a few months.

Output 3.5: *Support for community-based cooperative organizations /local trade unions to enable farmers, migrants and other labourers to organize and act through trade unions and cooperatives to tackle poverty, decent work deficits and other root causes of child labour.*

118. At baseline, in Ghana less than 30% of the farmers participated in a cooperative. In Cote d'Ivoire about 23% of farmers indicated their participation in a cooperative.
119. In Ghana, 43 groups have been formed (out of a target of 35) and are receiving technical assistance from the Department of Cooperatives and the National Board for Small Scale Industries (NBSSI) to better manage themselves, grow and register the groups. Ten of these groups have been registered as cooperatives with another 250 families joining the Adqumapa Cooperative Credit Union. Membership is composed of both project beneficiaries and non-project beneficiaries.
120. The worker's organization GAWU has mobilized farmers, and a total 2522 farmers (893 beneficiaries and 1629 non-beneficiaries) are registered as GAWU union members. All of the new 40 union executives were trained in decent work, unionism and labour standards along with their role in eliminating child labour in the sector. In total, among all target communities, 988 women were trained in the role of women in trade unionism.
121. In Cote d'Ivoire, the project has supported the formation of 24 groups and associations (out of a target of 20) for better management of the newly created income-generating activities. This includes awareness-raising, legal recognition, establishment of executive committees, training of their members, and facilitating the opening of bank accounts.
122. Despite the good results achieved by the livelihood interventions, the sub-studies revealed some challenges associated with these activities:
123. Overall, the time available for the implementation of the livelihoods was too short. Also, the lag between training and actual take off of production in the communities proved a major challenge, a situation blamed on the cumbersome nature of ILO procedures that delayed the release of funds for critical aspects of the project.
124. Technical, financial, organizational, and entrepreneurial capacity building of beneficiaries has not been sufficiently conducted given the relatively short time frame available. The selected IGAs were not subject to a preliminary study to assess its feasibility in the socioeconomic context of the target communities. In general, sales were not easy for the communities because of their weak bargaining power and search for

profitable markets and there has not been any distribution of profits by any of the group enterprises among members as of yet.

125. The sub-study conducted in Ghana underlined as a major challenge the poor nature of record keeping. The inaccurate nature of the records makes it difficult to objectively assess in quantitative terms the profitability of the livelihood activities. Also, the studies reveal that the livelihood interventions in its current state are heavily dependent on free supplies of inputs provided by ILO-IPEC.
126. The sub-study conducted in Cote d'Ivoire pointed out that Agricultural IGAs are strongly depended on the agricultural calendar. The planting of crops was late compared to crop calendar in project areas. Moreover, crops such as beans and soya are not part of the cultural habits of the beneficiaries who do not master the technical processes. These two factors had a negative effect on the harvests that are well below the beneficiaries' expectations. Furthermore, the study mentions that the experience of this project showed the difficulty for groups to have a sustainable and secure access to land to develop community IGAs.
127. In both countries the sub-studies observed that there is a general commitment among implementing partners to continue providing services to beneficiary households and communities as part of their core mandates. However, the ability of these agencies to continue to render services to the communities is largely dependent on their financial capacities. These agencies are subsidized organisations that depend on funding from the national level. Their abilities to continue to render services will depend on the adequacy and timeliness of these subventions.
128. Along these lines, the sub-studies noted that the sustainability of the livelihood options will require the commitment on the part of beneficiaries as well as all other stakeholders, including further financial and technical support from the donor to succeed. It is too early to transfer the responsibility of sustaining the intervention to the beneficiaries.

Immediate objective 4: *By the end of the project national capacity to deploy an adequate CLMS framework to measure the progress towards the elimination of child labour through an IAB approach will be improved.*

129. The project has largely contributed to increase the national capacity to deploy an adequate Child Labour Monitoring System (CLMS) framework for measuring the progress towards the elimination of child labour. However, CLMS mechanisms and structures faced some challenges. The Ghana Child Labour Monitoring System (GCLMS) implementation by NPECLC was slower than expected, and also, NPECLC faced financial problems for much of 2013. The SOSTECI's (Système d'Observation et de Suivi du Travail des Enfants) kick-off was delayed and also its implementation goes at a slower pace because of the challenge of coordination between the Comité Inter-Ministériel (CIM) and the Comité National de Surveillance (CNS). As a result, currently no national CLMS reports are available to guide national, district and community-level actions.

Output 4.1: *Assessment of strengths and weakness of the current CLMS operation & Output 4.2: Strengthened CLMS pilot in progress.*

130. At the beginning of the project, none of target communities had a CLMS in place, nor a referral system or related services. No CLMS reports were used to inform national, district and community-level actions.
131. **In Ghana**, IPEC provided technical support to the Ministry of Employment and Labour Relations (MELR) for the review of the GCLMS (Ghana Child Labour Monitoring System) pilot. Through the project, GCLMS mechanisms were established in all 4 districts and 40 communities (DCPCs and CCPCs established and functional), and logistical support to the GCLMS structures (computers, motorbikes, bicycles, t-shirts, ID Cards, stationary, etc.) was provided to enhance their operations and the coordination

of child labour interventions. All 40 CCPCs were trained on child labour issues and GCLMS framework and tools (questionnaires and database). As a result, the DCPCs have developed District GCLMS Implementation Plans to guide their GCLMS and child labour elimination activities in their districts.

132. In **Cote d'Ivoire**, the project reviewed and helped revise the *Système d'Observation et de Suivi du Travail des Enfants* (SOSTECI) tools (manuals, data collection tools), strategies for deployment in target communities, and the establishment of operational units. This process was conducted jointly by CCP and ECOWAS projects, which provided technical and financial support and included all the main stakeholders. The SOSTECI was launched at a national level with local pilots (5 departments and 19 communities), and its implementation is underway. A mapping of the basic social services in the target areas was conducted. Structures and mechanisms were established at the national level as well as in 5 Departments and 19 communities and the governance framework of the CIM, the *Comité National de Surveillance* (CNS), and the Central Coordinating Unit (CCU), was trained and equipped. Awareness campaigns were conducted along with social mobilization and advocacy directed towards administrative authorities, community leaders, business leaders, agro-industrial units, producer cooperatives and social partners. The SOSTECI database was officially adopted by the Government and the First Lady's office on 25 March 2014 and data collection and data entry are underway in all the targeted communities in the 5 Departments.
133. Despite the setting up of CLMS mechanisms and structures nationally and in target communities and Districts in Ghana and Cote d'Ivoire, the overall management of the systems faced many challenges and its full implementation has not yet been achieved.
134. In Ghana, implementation by the IA –NPECLC- was slower than expected, and also, NPECLC faced financial problems for much of 2013 and also, governance problems (the former director had to leave) and the person who was actually doing the work took several months leave of absence to work for the National Democratic Congress (NDC) in the election campaign, which has prevented developing a full monitoring and reporting cycle. In Côte d'Ivoire, the complexities of coordination between the Inter-Ministerial Committee (CIM) and National Oversight Committee (CNS) delayed the government from signing the contract with the ILO, which delayed the SOSTECI's kick-off, and also slowed-down its pace of implementation.
135. Therefore, apart from the Ghana Pilot Report on the GCLMS produced in 2013 by the Ministry of Employment, at the time this evaluation was conducted, there were no "reliable national CLMS reports produced" nor were "their findings used for national, district and community-level actions".

Immediate Objective 5: By the end of the project, ILO constituents and partner organizations will have enhanced their technical and institutional capacity to contribute with the implementation of NPAs and the interventions to combat child labour in cocoa-growing communities.

136. The CCP was designed taking into consideration previous experiences of IPEC projects in both countries and West Africa, and most of the national level institutions have had prior experience dealing with and participating in child labour projects. However, the CCP gave them a platform that allowed for more synergy in their approach on child labour, building their capacity and increasing their knowledge in this area and approach. It also enhanced the institutional capacity of ILO constituents and partner organizations to contribute with the implementation of NPAs and the interventions to combat child labour in cocoa-growing communities.

Output 5.1: *Employer and worker organizations identify and implement strategies to promote major stakeholder adherence, application and implementation of rights-based approaches and commitments for the elimination of child labour (including government and industry).*

137. The project showed effective in supporting Employers' and Workers organizations in the formulation and implementation of strategies against child labour. In **Ghana**, a Child Labour Strategic Plan has been completed and is now being implemented by the Directorate of Agricultural Extension Services (DAES), and the Ghana Employers Association (GEA) and GAWU also drafted their Child Labour Strategic Plan. The project supported the elaboration of this plan as part of its role in the implementation of NAPs and in sustaining child labour elimination activities. In **Cote d'Ivoire**, the common platform of the national trade union centres "INTERSYNDICALE" and the Confédération Générale des Entreprises de Côte d'Ivoire (CGECI) developed strategic plans against child labour have been validated. Local representatives of these organizations have been trained and are conducting activities such as public information, awareness raising and mobilization of partners in target communities.
138. As a result of the project, in **Ghana**, the GEA has drafted 16 new Codes of Conduct for Licensed Buying Companies (LBCs) to identify the use of child labour in cocoa production. In **Cote d'Ivoire**, the cocoa cooperatives and producer associations in the Issia District have signed the "Charte Sociale" against child labour, which prohibits (i) the employment of children under the age of 14 in the production, transport or commercialization of cocoa, (ii) hazardous work for children aged between 14-17 and (iii) forced labour. The same process is underway with producers of the other departments (Daoukro, Bouaflé and Soubré) in the context of the implementation of the service contract with the General Union of Producers of Cocoa and Coffee of Côte d'Ivoire (UGPCCI).

Output 5.2: *Systematic skills/needs assessment of ILO constituents as potential implementers and/or implementing partners for interventions.*

139. In **Ghana**, a Needs Assessment was organized and its results were used as input for providing technical support for coordination implementation, monitoring and reporting mechanisms among ILO constituents. In **Cote d'Ivoire**, social partners participated in the CMES training in June 2012 and have also benefited from specific activities carried out as part of the various Action Programs, apart from direct IPEC training for ILO constituents. The implementing agencies (IAs) have also trained more than 100 local level partners on child labour and their roles in addressing the issue.

Output 5.3: *Capacity building of employer and worker organizations to plan, coordinate and deliver appropriate support to interventions.*

140. Before the project started, two tripartite constituents had adopted policy frameworks that incorporated Child Labour concerns in Ghana. Thanks to the project, 153 key national and district stakeholders (e.g. Employer and Worker representatives, Labour Office, Social Welfare, GES, the Cocoa Board of Ghana-COCOBOD- and Ministry of Food and Agriculture (MoFA)) were trained on child labour and program development, implementation and monitoring in **Ghana**. Also, a National Information Sharing meeting was held for the entire key upstream and downstream IAs, representatives of the National Steering Committee on Child Labour (NSCCL), social partners, other implementers of child labour in cocoa projects (WCF, Cocoa Life, etc.), DCPCs and CCPCs, beneficiary children and families. In **Cote d'Ivoire** training has been conducted and an action plan to disseminate training and implement and monitor interventions has been developed and validated by CGECI (employers' organization) and INTERSYNDICALE (workers' organization).
141. For both Ghanaian and Ivorian social partners; Ministries of Employment and Labour Relations, Gender, Children and Social Protection; Child Labour Unit (CLU), National Programme on the Elimination of

Child Labour in Cocoa (NPECLC), Direct Action IAs, District Assemblies, Media, NGO and IPEC, a joint CCP/ECOWAS II cross-border exchange was held from 1st to 7th December 2013, in order to share lessons learned and good practices for combating the Worst Forms of Child Labour.

Output 5.4: *Capacity building (Labour Ministries and education and agriculture public services) for the Governments of Ghana and Cote d'Ivoire to be better able to fulfil their commitments to eliminate child labour at national and local levels.*

142. Before the CCP, no inspections on Child Labour were carried out by labour inspectors in cocoa producing communities. As a result of the project, labour inspection services are provided in all target communities.
143. In **Ghana**, 75 Labour, Education and Factory Inspectors were trained on child labour, OSH and GCLMS. Labour inspections were conducted to assess the risks of legal working-age children in hazardous working conditions and offer appropriate advice, as well as to provide support to CCPCs in the execution of their work, especially for GCLMS activities. In **Cote d'Ivoire**, 36 Labour Inspectors from project departments and some social partners were trained on child labour, OSH and SOSTECL.
144. Baseline data showed that there was no evidence to suggest that Agriculture Extension Units provided advice to farmers in rural areas for them to support the enforcement of relevant child labour legislations.
145. Through CCP, a Needs Assessment of Cocoa and Agricultural Extension Services was conducted in **Ghana** and the report was used to inform the training of 56 Cocoa Extension/Agricultural Extension officers (national, regional and 4 CCP districts) on child labour, GCLMS and OSH. In **Cote d'Ivoire**, ANADER, as part of its public service activities, provides support for the enforcement of relevant child labour legislations among farmers in the CCP districts. Also, with the support and involvement of Directorate of Perennial Crops (DCR), a Child Labour Strategic Plan has also been completed.
146. In **Ghana**, a key output of the training conducted is a Training Manual for Labour Inspectors. The Manual has also been shared with Cote d'Ivoire and adapted for its use. Also, Child Labour Modules were completed and are being used as part of the integration in routine trainings of the COCOBOD's extension division & DAES (Department of Agriculture and Extension Services) staff. This manual was adapted and distributed in **Cote d'Ivoire** and the Ministry of Labour, through the General Directorate of Labour, expressed its wish to extend this training to all labour inspectors in the country.

3.3.6 Efficiency

147. The ToR asks the evaluators to examine, if, in general, the results obtained justify the costs incurred by the project. In order to assess the efficiency of the project, the evaluators focused on the amount and percentage of resources allocated to the different concepts and AP components, and the quality of the technical assistance delivered. Comments from ILO/IPEC staff and other stakeholders regarding their perceptions of project efficiency were also taken into account.
148. Based on the ILO/IPEC data provided to the evaluators (*as per march 2014*), the total actual expenditure for the implementation of the CCP Project in Ghana and Côte d'Ivoire (AP, service contracts, consultancies) was US \$2,493,758.39. The following table shows the expenditure by concept and by country as disclosed in the ILO data referred to above.
149. The table below shows that the expenditure for implementing the Project's Action Programmes amounts to US \$1,990,762.31. This is 80% of the total cost. The remaining 20% corresponds to Service Contracts (11%) and Consultancies (9%), which is consistent with the project conception and implementation.

| CCP expenditure by concept in US \$ (March 2014) | | | | |
|--|---------------------|---------------------|---------------------|-------------|
| Concept | Ghana | Cote d'Ivoire | Total | % |
| Action Programmes | 815,229.31 | 1,175,533.00 | 1,990,762.31 | 80%% |
| Service contracts | 166,792.36 | 105,723.00 | 272,515.36 | 11% |
| Consultancies | 103,016.72 | 127,464.00 | 230,480.72 | 9% |
| Total | 1,085,038.39 | 1,408,720.00 | 2,493,758.39 | 100% |

Source: ILO/IPEC.

150. Direct intervention components (Awareness raising and CAPs, Education, and Livelihoods) add up to 88.4% of the total expenditure; 7.2% corresponds to supporting CLMSs and 10.21% to capacity building activities. The remaining 19.52% corresponds to the administrative costs of the 12 Aps that were implemented (6 in Ghana and 6 in Cote d'Ivoire). The evaluators consider that the cost of the different actions implemented is aligned with the development of the project as a whole, at the local/district and national levels.

| CCP expenditure by Project component in US \$ (March 2014) | | | | |
|--|---------------------|---------------------|---------------------|-------------|
| Project component | Ghana | Cote d'Ivoire | Total | % |
| Awareness Raising and CAPs | 244,278.22 | 251,759.00 | 496,037.22 | 19.89 |
| Relevant Quality Education | 275,446.77 | 323,983.00 | 599,429.77 | 24.03 |
| Livelihoods | 263,037.94 | 213,956.00 | 476,993.94 | 19.12 |
| Child Labour Monitoring System | 72,511.32 | 107,303.00 | 179,814.32 | 7.2 |
| Technical capacity of ILO constituents and partners | 51,854.26 | 202,796.00 | 254,650.26 | 10.21 |
| Administrative Expenditure (APs) | 177,909.88 | 308,923.00 | 486,832.88 | 19.52 |
| Total | 1,085,038.39 | 1,408,720.00 | 2,493,758.39 | 100% |

Source: ILO/IPEC.

151. In the interviews, the evaluators gathered opinions of ILO managers, national partners, and other stakeholders regarding the efficiency of the project. The responses indicated that the project made an efficient use of its resources. The evaluators found that all interventions were efficiently managed at all levels (ILO/IPEC and IAs) and implemented in coordination with the ECOWAS and PPP projects, which reduced costs and increased efficiency. Also, most of the project partners and stakeholders interviewed considered that the CCP took full advantage of the available resources and generated synergies and complementarities with project partners to maximize project resources.
152. In light of the number of beneficiaries reached, the activities executed, the quality of the outputs generated, and taking into account their essential role in supporting the CCP actions, the evaluators conclude that the relationship between the financial resources invested and the results obtained is satisfactory.

3.4 Gender issues

153. The ToRs require the evaluators to analyse if the project included a gender dimension. Although a “gender strategy” was not specifically proposed, the evaluators found that the project, both in its conception and its implementation, integrated gender issues in an adequate manner.
154. In its conception phase, the baseline studies provided valuable data and information about the internal workings of family and community organization, as well as the economic and social factors that lead to differentiated positions and interests between men and women regarding child labour and development processes and actions. The data was taken into consideration in order to ensure that women benefited from

the project and to promote women's empowerment by ensuring that they gained access to education/literacy programs, training, livelihood activities, etc. The CMES ensured that all the indicators and information on beneficiary-targeted actions were broken down by sex.

155. During its implementation, the project applied participatory approaches to involve women in the design of CAPs to ensure their needs were met and their constraints addressed. Almost half (48%) of the children beneficiaries (in or at high risk of entering into child labour) assisted with direct services were girls. Also, the project carried out education and training programs for women in order to ensure they had the capacities to effectively invest in livelihood activities. It also supported women by systematically including them in education programs on agriculture, literacy, livelihood skills, unionism, etc. Capacity building also aimed at helping women become active members of the community and increase their representation by promoting their presence and voice in the communities' decision-making processes and bodies (notably CCPCs).
156. The provision of livelihood services that facilitated their access to resources and factors of production, such as production kits and capital, as well as their access to markets, was a well-established means of social and economic empowerment. The project promoted the formation of women's groups (groups, associations, co-operatives) in which members have the potential to increase their performance, productivity and income collectively.

3.5 Major contributions towards impact

157. This section examines the actual and potential, foreseen and unforeseen project contribution to significant change at impact and outcome levels. The positive changes are discussed. The negative externalities and challenges as a consequence of these potential impacts are also analysed.
158. The evaluators consider that the projects' results and achievements contributed to its Development Objective which is "To accelerate progress in the elimination of child labour, focusing on its worst forms, in cocoa growing communities in Cote d'Ivoire and Ghana" and generated/has the potential to generate substantial impacts at the national/policy level and as well as the local and community level:
 1. The project has been able to build consensus among various stakeholders, from national to local levels, on the need to prevent and eliminate child labour from the cocoa growing communities.
 2. The awareness level on the effect of child labour and the need to eliminate it is now very high as a result of project activities. Community members, both children and adults, are able to distinguish between children supporting parents and households and children working for economic benefit or that prevent them from accessing to education.
 3. CCP has also contributed a significant added value relative to social dialogue in the countries. Tripartite consultations and consensus building has the potential to contribute to successful policy planning and enforcement regarding child labour.
 4. From the policy point of view, while the project itself may not have facilitated the development of new policies, CCP provided the platform and the opportunity for national stakeholders to reinforce their capacities and policies regarding child labour issues.

The evidence provided from fieldwork in Ghana showed that some of the CAPs have been integrated in district medium term development. At the national level, the NDPC also provided evidence for the fact that child labour issues have been integrated in the current draft of the National Development Strategy 2014-2017. In Côte d'Ivoire, CCPCs are advocating for the local (*Mairies*) and regional authorities (Prefectures) to mainstream the CAPS in the municipal and regional plans. In Côte d'Ivoire, the combined efforts of the partnerships established, the

advocacy work and the numerous interventions on child labour deployed over the past years, may have influenced the release of a Presidential Decree for the adoption of a national social protection plan and the enforcement of the law which prohibits child labour.

5. Increased access to relevant educational services constitutes a significant impact generated by the project. 5,377 children in or at high risk of entering into child labour had access to educational or vocational services and are being prevented/withdrawn from work in Ghana and Cote d'Ivoire.
6. The increase in school retention and attendance was another significant impact generated by the project. Evidence points out that school retention rates have increased substantially in the target communities, and attendance (estimated by teachers and principals) is now close to 100%. Also, due to the new children enrolled, but especially due to higher retention rates, the actual presence of children in schools (attending every day) has increased in average by 30% to 50%.
7. However, along with the higher enrolment/retention rates comes a larger demand for space and increasing teacher-pupil ratios. In some cases, the number of students can reach up to 80-90 per classroom. These large class sizes are not conducive for effective teaching and learning. If effective teaching and learning does not take place, there is a potential risk that parents and children will lose trust in the school system and slip back to old habits.
8. Literacy programs allowed beneficiaries to access livelihood training and, with it, its potential benefits. But more importantly, literacy skills are fundamental for informed decision-making, personal empowerment and active participation in the local community.
9. The CAP formulation and implementation, as well as the constitution of the CCPCs had significant impact in broadening the socio-economic processes of community empowerment. This empowering potential can translate into increased political participation and thus, contribute to enhance the communities' ability to influence and engage local/regional authorities in community development and child labour activities.
10. The livelihood component of the project has created a lot of momentum in the communities. Beneficiary communities showed strong signs of commitment and enthusiasm towards the newly introduced livelihood services which provided leverage for the project to influence community attitudes and behaviours.
11. Despite the fact that no immediate correlation is observed or inferred between the livelihood interventions and school attendance, the intervention has bright future prospects and has the **potential** of positively affecting the income of beneficiary households and communities as well as improving school enrolment among others ***if the services are further supported and matured.***
12. One important effect of the livelihood intervention has been the organization of the beneficiaries into groups in order to form associations or co-operatives. These associations/cooperatives are owned and managed by the beneficiaries themselves, and are operated for mutual and community benefit and offer better opportunities for competitive businesses.
13. Access to financial services, has promoted the deposit of savings in financial institutions by some associations/groups/co-operatives, which has the potential of growing with time, which could, in turn, facilitate re-investment, growth and to credit.
14. GAP and OSH practices are essential to enhance cocoa productivity. Productive and well managed farms are crucial for sustained livelihoods. In the long term, improved farms hold a great promise for transforming the economic and social lives in these communities, and for contributing to eliminate child labour in the cocoa growing communities.
15. Access to financial capital (through the savings and credit related activities of the project) is a major step forward to enable small farmers to adopt good agricultural practices, techniques and technologies.

16. There is potential to enhance Corporate Social Responsibility (CSR) among cocoa companies. Cocoa companies could be further encouraged to take responsible actions in their business and establish policies that ensure the balanced management of economic performance and respect for decent work (child labour included).
17. A mention has to be made to the selection process of the direct beneficiaries of the APs (households and children) which was done before the IAs could be introduced in the communities. Thus, the introduction of the project's objectives and the awareness-raising and mobilization activities was made after the direct beneficiaries were selected, which: hampered the entry and the work of the IAs in some communities; generated a 'beneficiary - non-beneficiary' separation within the communities; generated a refusal by some 'non beneficiaries' to participate in the project, for example, in the implementation of CAPs; affected the social cohesion of some communities; and reduced, to some extent, the "integrated approach" sought by the project.

3.6 *Sustainability*

159. The evaluation examined the likelihood of the continuation of benefits from the project after its completion, in other words, the probability of continued CCP long-term benefits. The key issues considered were the following: technical aspects, ownership, institutional capacities, national policies, and financial aspects. Additionally, an assessment of the sustainability of each outcome is included at the end of this section.
160. Globally, the project established the basis for sustainability, to some extent, through high quality technical capacity building, awareness raising, CAP development and mainstreaming into District/Municipal Plans, livelihood alternatives, stakeholder support to the project, and the strengthening of a "Child Labour community" at national, district and community levels.
161. On the long term, the continuation of the project results will depend highly on national and decentralized budget allocations, and the availability of staff resources. However, in the short-medium term, from the data and evidence collected, the evaluators (and most of the project stakeholders) consider that further external financial support will be necessary. First, to consolidate the project's achievements; and then, to strengthen their sustainability.

3.6.1 *Ownership*

162. National ownership was illustrated, to some extent, by the endorsement of the project by governments, district authorities, communities, workers and employers' organizations and several civil society bodies. Coordination and organizational capacities of national tripartite constituents improved significantly, being a cornerstone for progress in inter-institutional cooperation. However, this cooperation still needs to be strengthened and faces the risk of being diluted if the project/ILO-IPEC does not encourage it.
163. The commitment to eliminate child labour is likely to continue, in principle, from a policy perspective, but the degree of local ownership in the future will depend on the availability of future funding and other resources. Sustainability will not be achieved without ongoing government, stakeholder, ILO and donor commitment, including policy support, technical support and resource allocation leading to further local ownership.

3.6.2 *Institutional capacities*

164. The project made important contributions to enhancing the capacity of institutions to fight and monitor child labour. However, institutional and human resource capacities remain scarce (Labour inspection, CLMS operation at district and local levels, agricultural extension support to farmers, etc.). Further,

capacity building through training activities and technical and financial assistance will be needed in order to ensure that institutional capacities are deployed effectively.

3.6.3 *National policies*

165. The commitment to fight child labour is likely to continue, in principle, from a policy perspective provided additional activities are taken to strengthen the awareness of the implications of child labour in the cocoa growing communities for the socio-economic development of the countries. It is not always clear what commitments governments have truly made, from a resource point of view, to ensure that policies and legislations are further developed and enacted. Future political and law enforcement will largely dictate the sustainability of these policy settings.

3.6.4 *Financial aspects*

166. While national ownership and capacities were enhanced, and child labour is now integrated into national planning and development, it is uncertain whether specific funding commitments will be available. This is so especially at the district and local levels, where public budget remains scarce and needs are overwhelming. Contributions from development partners including the ILO, USDOL, other donors, and the Cocoa companies will be necessary in the near future in order to ensure that the CCP project investments, results and outputs achieved so far are sustainable over the medium and long term.

3.6.5 *Sustainability by outcome*

- **Awareness rising (community level)**

167. While child labour practices are definitely linked to the poverty levels in the communities, there is also an important socio-cultural dimension where parents feel that having children work in the farms is a form of apprenticeship, or a succession plan or strategy. Thus, increasing the awareness of the negative effects of child labour demands a big cultural paradigm shift (correcting attitudes and behaviours present for a long time) that has not yet been consolidated, and will need further support.

- **CAP implementation**

168. The evaluators underline the need expressed by several stakeholders and the communities themselves for prolonged external technical support to enhance CAP ownership, implementation, management, and sustainability, including efforts to advocate and attract more internal and external/local support for their implementation.

- **Improved access to quality education**

169. Despite the remarkable efforts made and the progress achieved, the need for educational infrastructures, equipment and trained teachers is rising faster than the capacity to deliver them. Further support is needed in order to keep children at schools, increase the access and improve the quality of education.

- **Enhanced sustainable livelihoods.**

170. The capacity building of the beneficiaries at technical, financial, organizational and entrepreneurial levels, necessary for reassuring the sustainability of the achievements of the project, has not been sufficiently completed in view of the relatively short time available to implement the livelihood component. Likewise, the strategies implemented to prepare the groups for self-management, so as to ensure their gradual empowerment, do not seem strong enough. The same applies to marketing strategies, where beneficiaries have virtually not been trained and supervised.

171. There is a general commitment among implementing partners to continue providing services to beneficiary households and communities as part of their core mandates. However, these agencies depend highly on their financial capacities. These agencies receive funding from the national level or cooperation projects. Their ability to continue to render services will depend on the adequacy and timeliness of these subventions.
172. Thus, further external financial and technical support from the ILO and its partners is required for the intervention to take root and succeed.
- **Improved national capacity to deploy an appropriate CLMS framework.**
173. Governments are committed, along with social partners, to contributing towards sustainable Child Labour monitoring. However, national partners still require technical and financial support to fully develop the CLMSs.
174. CLMSs require further support to strengthen data collection, analysis and reporting. Further advocacy (especially at the district level), support, training and monitoring at the District and Community CPCs and other key partners will contribute to enhance the sustainability of the CLMSs at the local and district levels.
- **Enhanced capacities of ILO constituents and partner organizations.**
175. The organizational capacities of national tripartite constituents have significantly improved as a result of the implementation of project activities. However, further support is needed to strengthen social dialogue, reinforce the participation of workers organizations and to fully implicate the employer's organizations and the cocoa companies (at the national, district and local levels).

4. Conclusions

176. The following conclusions represent what the evaluators “concluded” from the analysis of the findings and are organized according to the six evaluation sections: project design, relevance; effectiveness and efficiency; gender issues; potential impact; and sustainability.

4.1 *Project design*

177. The CCP project was conceived by taking into consideration previous experiences of IPEC projects in both these countries and the West-Africa region, and the project design was based on a thorough diagnostic assessment. Baseline studies were used to inform the project design and to assist in the identification and selection of beneficiaries (children and households). Also the project formulation was developed through a long process of consultation that comprised a substantial and thorough level of intellectual input into the process of and provided a sound and informed input for the strategy and approach to be used for combating child labour in the cocoa growing communities in Ghana and Cote d’Ivoire. A sound Theory of Change was developed that helped focus the project’s strategy.
178. The project was designed to provide an integrated approach on the elimination of child labour in cocoa growing communities. It was also conceived as a pilot project with the possibility of scaling-up in the future if the results and outputs were adequate. In light of the results obtained, the design has proved to be effective.
179. Through the interviews conducted at all levels, the evaluators could witness the existing consensus on the appropriateness of the overall project design. Informants expressed that the project addressed the main causes (at the time the project was formulated) of child labour in the cocoa growing communities.

4.2 *Relevance*

180. The CCP project is aligned with the NAPs in both countries, and the fight against and the efforts to monitor child labour are both fundamental in national contexts where capacities and policies need yet to be strengthened. Also the project responded adequately the needs of the beneficiaries. The limited time available prevented the full implementation of the livelihood component, and the impact it may have in increasing cocoa productivity and in generating income amidst beneficiaries cannot yet be analysed.
181. The consultation process conducted with key national partners, and the criteria for the selection of districts and communities in Ghana and Côte d’Ivoire ensured the appropriateness of the locations chosen to develop the project. The selection of beneficiaries followed also a well laid out pattern, using information from the baseline along with verification and validation by project staff and community child protection committees. However, more consultation, particularly with community authorities and populations, would have broadened and strengthened the beneficiary base. Given that schools have become the focal point of the project, the catchment area of the school should have also been considered.
182. The project approach proved valid (with the necessary adjustments) as it addresses in an integrated way the root causes of child labour and the enabling environment in both Ghana and Cote d’Ivoire has substantially improved. The potential to scale-up and to replicate the project is very high. The impact evaluation could supply sound empiric evidence on the impact of “an integrated ILO child labour project” such as the CCP and, as such, could provide very valuable insights and inputs for the scaling-up of the project and to inform the design of other integrated interventions, whether in Ghana/Cote d’Ivoire, in the cocoa growing communities or in other countries/sectors.

183. Summarizing, the CCP project's objectives, strategies and methodologies have proved relevant to address the challenges identified regarding the fight against child labour in the cocoa growing communities in Ghana and in Cote d'Ivoire. The project remained highly relevant during its implementation and will remain relevant after its completion. The vast majority of national and local partners; community members and beneficiaries interviewed during the evaluation strongly requested further technical (and financial) support to consolidate achievements reached so far, and to upscale the project to other communities and departments in order to increase the number of beneficiaries.

4.3 Effectiveness and efficiency

184. Time constraints have been a major challenge for project implementation, especially at the community level, and have prevented the full implementation of an integrated approach. The need of obtaining results and delivering a large number of outputs in a very short period of time (roughly 1 year) has affected the integrated process to some degree; focusing on targeted beneficiaries rather than taking on a more holistic community approach, and sequencing the implementation of activities. However, the project has been executed with elevated levels of efficacy and all the main targets have been achieved and in many cases exceeded.

185. Community members, Key partners, CPCs, chiefs and school teachers and authorities are now more aware of child labour issues and hazards and are actively engaging along with the families and children to end child labour and keep children in school. CAPs are very powerful tools to strengthen social organization and community capacity for advocacy towards authorities. On their side, local/district authorities expressed to the evaluators a great interest in working together with the project and the communities to address the problem of child labour and to collaborate in the implementation of CAPs.

186. The project has proved effective in increasing access to relevant education; and has made significant efforts to improve its quality by improving school infrastructures, providing teaching and learning materials, and training teachers and/or SMCs. 5.377 children in or at high risk of entering into child labour have been provided with educational or vocational services in Ghana and Cote d'Ivoire.

187. The project provided targeted households in cocoa growing communities with livelihood services and 2.200 households have received different related services in Ghana and Cote d'Ivoire: literacy and numeracy courses; training on Good Agricultural Practices (GAP), OSH, management and accounting, on savings and micro-credit; and most beneficiaries across the target districts have started producing agricultural/farm produce (corn, rice, poultry...) and/or diverse goods (soap, palm oil, bakery...).

188. The project has significantly contributed to increase the national capacity to deploy an adequate CLMS framework for measuring the progress towards the elimination of child labour. However, CLMS mechanisms and structures faced many challenges and the implementation in both countries was slower than planned. However, currently no national CLMS reports are available to guide national, district and community-level actions.

189. The technical and institutional capacity building of ILO constituents and a broad range of partner organizations and local and national agencies was strengthened. This contributed to significant progress in national/local capacities to reinforce the technical and institutional environment to tackle child labour.

190. Regarding the efficiency, in light of the number of beneficiaries reached, the activities executed, the quality of the outputs generated, and taking into account their essential role in supporting the CCP actions, the evaluators conclude that the relationship between the financial resources invested and the results obtained is satisfactory.

4.4 Gender issues

191. Although a “gender strategy” was not specifically proposed, the evaluators found that the project, both in its conception and its implementation, integrated gender issues in an adequate manner.
192. The baseline studies provided were taken into consideration in order to ensure that women benefited from the project and to promote women’s empowerment. Also, the project applied participatory approaches to involve women in the design of CAPs to ensure their needs were met and their constraints addressed; carried out education and training programs for women in order to ensure their capacity development and participation in decision-making processes and bodies; provided them with livelihood services that facilitated their access to resources and inputs that can be used in the production of goods in order to make an economic profit; facilitated the formation of women’s groups in which members have the potential to increase their performance, productivity and income collectively. Almost half (48%) of the children beneficiaries (in or at high risk of entering into child labour) assisted with direct services were girls.

4.5 Contributions towards impact

193. The evaluators consider that the projects’ results and achievements contributed to its Development Objective and generated/has the potential to generate substantial impacts at the national/policy level and as well as the local and community level.
194. From the policy point of view CCP provided the platform and the opportunity for national stakeholders to reinforce their capacities and policies regarding child labour issues. The project has been able to build consensus among various stakeholders, from national to local levels, on the need to prevent and eliminate child labour from the communities and the cocoa growing communities.
195. Through the project 5.377 children have been prevented/withdrawn from work in Ghana and Cote d’Ivoire, and provided with educational services; the CAP formulation and implementation had significant impact in broadening the socio-economic processes of community empowerment that can translate into increased political participation and enhance the communities’ ability to influence and engage local/regional authorities.
196. In the long term, improved farms hold a great promise for transforming the economic and social lives in these communities, and the IGAs have the potential of positively affecting the income of beneficiary households and communities as well as improving school enrolment and reducing child labour, among others. Access to financial services, savings and credit, with time, could facilitate re-investment, growth and more access to credit. Also, through the support for community–based cooperatives/local trade unions, farmers have the potential to collectively compete more effectively in the market and improve their income.

4.6 Sustainability

197. Globally, the project established the basis for sustainability through high quality technical capacity building, awareness raising, CAP development and mainstreaming into District/Municipal Plans, livelihood alternatives, stakeholder support to the project, and the strengthening of a “Child Labour community” at national, district and community levels.
198. On the long term, the continuation of the project results will depend highly on national and decentralized budget allocations, and the availability of staff resources. However, in the short-medium term, from the data and evidence collected, the evaluators (and most of the project stakeholders) believe that further

external financial support will be necessary. First, to consolidate the project's achievements; and then, to strengthen their sustainability.

199. **Awareness rising (community level):** While child labour practices are definitely linked to the poverty levels in the communities, there is also an important socio-cultural dimension where parents feel that having children work in the farms is a form of apprenticeship, or a succession plan or strategy. Thus, increasing the awareness of the negative effects of child labour demands a big cultural paradigm shift (correcting attitudes and behaviours present for a long time) that has not yet been solidified, and will need further support.
200. **CAP implementation:** The evaluators underline the need expressed by several stakeholders and the communities themselves for prolonged external technical support to enhance CAP ownership, implementation, management, and sustainability, including efforts to advocate and attract more internal and external/local support for their implementation.
201. **Improved access to quality education:** Despite the remarkable efforts made and the progress achieved, the need for educational infrastructures, equipment and trained teachers is rising faster than the capacity to deliver them. Further support is needed in order to keep children at schools, increase the access and improve the quality of education.
202. **Enhanced sustainable livelihoods:** The livelihood component is crucial to the project and a key element to fight poverty, help communities develop CAPs and help families provide for their children, keeping them out of work and in school. Further support is needed in training beneficiaries on how to improve cocoa productivity, build on the IGA they are currently working in, develop business plans, market their products, monitor the development of the IGA, and reinvest their profits.
203. **Improved national capacities to deploy an appropriate CLMS framework:** National partners still require technical and financial support to fully develop the CLMSs. Also, CLMSs require further support to strengthen data collection, analysis and reporting. Further advocacy (especially at the district level), for support and training and monitoring by District and Community CPCs and other key partners will contribute to enhance the sustainability of the CLMSs at the local and district levels.
204. **Enhanced capacities of ILO constituents and partner organizations:** The organizational capacities of national tripartite constituents have significantly improved as a result of the implementation of project activities. However, further support is needed to strengthen social dialogue, reinforce the participation of worker organizations and to fully implicate the employer organizations and the cocoa companies (at the national, district and local levels).

5. Lessons learned and good practices

5.1 *Lessons learned*

205. During interviews with the ILO-IPEC staff and other key stakeholders, the evaluators discussed lessons learned and good practices thus far in the life of the project. The following emerged as the most significant:

1. The CCP project was designed to provide an integrated approach on the elimination of child labour in cocoa growing communities. It was also conceived as a pilot project with the possibility of scaling up in the future if the results and outputs were adequate. The evaluation found that the burdensome administrative/financial ILO-USDOL requirements along with the rigidity of the Logical Framework and budget did not contribute to supporting the implementation of the project's integrated approach.
2. Flexibility to adapt budget and activities is essential for addressing the needs in countries and for supporting project implementation. Significant changes required long and complicated administrative processes. This made it difficult to adapt the original project concept to local situations and needs.
3. Building on existing ILO/IPEC experiences, programs and resources and collaborating and coordinating with them have proven to be essential for a successful implementation. Stakeholder participation has also been a key element. Government officials, employers' and workers' representatives, district and local authorities, as well the beneficiaries and NGOs had key roles to play in the action since they were jointly responsible for implementing the project. This type of collaboration and coordination is a key aspect for enhancing project impact and making "IAB" models viable.
4. Baseline studies are very important tools for obtaining reliable and up-to-date information on the communities, families and children subject of the action programs and to define good strategies to combat child labour. Nevertheless, the elaboration of baselines took a long time, which considerably set back the start of Action Plans in the communities, thus, greatly reducing their implementation schedule.
5. Also, the start-up was slowed because of the efforts needed to negotiate with constituents an integrated approach they viewed to be in their own interest rather than driven by donor interest in cocoa. In Ghana in particular, constituents did not view cocoa as their priority. The continued exclusion of the Ghanaian and Ivorian social partners from the Child Labour Cocoa Coordinating Group (CLCCG) did not help overcome that mistrust.
6. The reduction of the APs implementation schedule, on one hand put a lot of pressure on the project staff, the IAs, and the targeted populations, and on the other hand had a considerable effect on the community mobilization work; the proper understanding of the project by the members of the communities; the development of the planned activities; the IGA selection; the possibilities for the sustainability of the results
7. A broader involvement of community structures and populations while conducting the baseline surveys would have contributed to a better understanding of the objectives of these studies by the populations and local authorities.
8. The selection of the direct beneficiaries of the APs (households and children) was made essentially based on the results of the baseline studies. The baseline survey, which included the listing and objective ranking of all children in the target communities took place before awareness-raising and other community-level activities began, the selection of beneficiaries (involving CCPCs, DCPCs and IAs) began only after the IAs were introduced to the communities.

9. Thus, the introduction of the project's objectives and the awareness-raising and mobilization activities were made after the direct beneficiaries were selected, which, hampered the entry and the work of the IA in some communities; generated a 'beneficiary - non-beneficiary' separation in the communities; generated a refusal in some 'non beneficiaries' to participate in the project, for example, in the implementation of CAPs; affected the social cohesion of some communities; reduced the "integrated approach" sought by the project.
10. Regarding the livelihood component, the lag between training and actual take off of production in the communities proved a major challenge, a situation blamed on project delays and the cumbersome nature of ILO procedures that deferred the release of funds for critical aspects of the project.
11. The IGA adopted did not conduct a feasibility study. One of the notable resulting consequences is the fact that communities faced many difficulties to commercialize their products. Overall, sales did not come easily for communities because of their low negotiation capacity and their low market research.
12. According to some beneficiaries, the beneficiary selection process led to frustration and displeasure within some communities. They believe that some of the beneficiaries are much less vulnerable than some non-beneficiaries, which could have lessened the mobilization of the entire community surrounding the IGA. Adopting a socio-economic model that first addresses the community as a whole in order, in the medium term, to reach households and individuals at a later stage, might be a better approach; one that helps mitigate the frustrations and to strengthen social cohesion.
13. Alternative livelihoods are not a substitute for agriculture. It is important to emphasize that while evidence from the field visits shows great enthusiasm and optimism on the part of beneficiary communities, these livelihood alternatives, should not be seen as a panacea for solving child labour and poverty problems within the communities. These alternative livelihoods can complement the agricultural activities of the communities and not act as a substitute for them. In the long term, agriculture (cocoa and non-cocoa) still holds greater promise for transforming the economic and social lives of these communities.

5.2 *Good practices*

1. The project brought into play various government, community and social actors cutting across from all sectors of the life and economy of the target beneficiaries, in supporting the achievement of the project goals. The district and national actors involved included representation from Labour Unions, employers, health, education, social welfare, Cocoa companies, etc.
2. The project recognized the existing roles related to the different national partners. Thus, the project itself did not design new roles for these partners, but rather supported or facilitated them to perform their tasks more effectively.
3. The District Assemblies and Prefectures played a pivotal role in ensuring that the project formed part of the district's operations. Synergies were created among the different agencies that contributed to the project.
4. The CAP approach to community development and its mainstreaming into district/municipal planning processes and thus, into existing structures and operations. The project promoted the implementation of CAPs and their mainstreaming into district/municipal planning processes, which proved to be a good practice. District Assemblies and Prefectures played a pivotal role in ensuring that the project formed part of district level operations. Synergies were created among the different agencies and contributed positively to the project.

5. Non-formal education schemes can be considered as a *good practice* as they allow providing educational services to out-of school children and in some cases reintegrate them to the formal system.
6. Through the support for community-based cooperatives/local trade unions, farmers have the potential to collectively compete more effectively in the market and improve their income, strengthen their bargaining power, maintain access to competitive credit and input sources, manage risks, and access technical assistance and other services.
7. The gender empowerment can help challenge attitudes and behavioural patterns and help women to take individual and collective action in various contexts, such as households, workplaces and communities. Indeed, this type of cultural transformation is central to the fight against child labour.
8. Community-based training and farm schools are considered as good practices, as they allow children to learn in their village, and eventually, develop a professional/economic activity in their communities.

6. Recommendations

206. Constituents and National Partners from both countries, as well the local authorities and beneficiaries considered in this evaluation, requested further assistance from ILO/IPEC and the donor community in order to consolidate the results achieved so far.
207. The following recommendations are based on these findings and build upon the lessons learned and the conclusions obtained from the evaluation. They might prove useful if the ILO/IPEC decides to continue implementing child labour initiatives in the cocoa growing communities in Ghana and Cote d'Ivoire, with its own resources and/or with donor funds.

6.1 *Impact evaluation*

Addressed to: the ILO/IPEC, its partners and donors

208. The evaluators recommend ILO, its partners and donors, to follow up in the Impact Evaluation exercise and find ways to make follow up implementation possible. The impact evaluation could supply sound empiric evidence on the impact of “an integrated ILO child labour project” such as the CCP, and, as such, it could provide very valuable insights and inputs to scale-up the project and inform the design of other integrated interventions, whether in Ghana/Cote d'Ivoire, in the cocoa growing communities, or in other countries/sectors.

6.2 *A follow-up project*

Addressed to: the ILO/IPEC, its partners and donors

209. Key stakeholders interviewed, as well as beneficiaries and community members, have requested maintaining support to “CCP Communities”. The evaluators consider that further development of project interventions will greatly contribute to strengthen the sustainability of the results achieved and to ensure that they remain “Child Labour free communities” in the long term. It would also help to scale-up the interventions in order to reach a larger number of child labourers and to extend the activities to additional communities where assistance could be relevant.

6.3 *Community based approach*

Addressed to: the ILO/IPEC, its partners and donors

210. Further developments should build on the accomplishments of the current project, and the design of the Action Programs at the community level should take advantage of the legitimacy and experience gained by the IAs as well as reinforce community participatory planning processes. It will be necessary to make more efforts to implement a more integrated community based approach. Emphasis needs to be placed on the collective community gains rather than on targeted beneficiaries. Thus, activities that yield holistic community outcomes must be prioritized and given more time to obtain results.

6.4 *To revise and improve the method for the selection of beneficiaries*

Addressed to: the ILO/IPEC, its partners and donors

211. The selection of beneficiaries should be based on clear and objective criteria as well as on the information provided by the baseline studies. Although CCPC and DCP members (traditional/opinion leaders, Assembly members and District Assembly staff) played a key role in the selection process it must also

enable the participation of the authorities at decentralized (District Chief Executives/Prefets) and local (chiefdoms) levels and the populations affected by the project.

6.5 *Sensitization of target communities concerning children's work and education*

Addressed to: the ILO and its partners

212. It is critical to build on the level of awareness of Child Labour issues through continuous engagement with the communities, parents and children to ensure that people do not slip back into old practices. Education on the harmful effects of child labour and of putting children at risk has to be continuous until it is engrained into the fabric of the culture.

6.6 *CAP development and implementation*

Addressed to: the ILO/IPEC and its partners

213. The evaluators underline the need expressed by several stakeholders and the communities themselves for prolonged external technical support from the ILO and the IAs in CAP development and implementation until CAP ownership, implementation, management, and sustainability, including efforts to advocate and attract more internal and external/local support for their implementation are achieved.

6.7 *Access to quality education*

Addressed to: the ILO/IPEC and its partners

214. It is recommended for ILO/IPEC and the project partners, together with Education Ministries, to update the school needs assessment in the target communities in order to formulate a plan that enables their mainstreaming into the education sector/district development plans and instruments (i.e. Carte Scolaire in Cote d'Ivoire). Also, we strongly advise to extend the project activities aimed at improving the access and quality of education for kindergarten level. Likewise, strengthening teachers' training through an integrated and long term continuous training program would greatly contribute to enhance the quality of education

6.8 *School kits*

Addressed to: the ILO/IPEC and IA

215. To the extent possible, provision of learning materials should be done through forms of community-cooperative forms (e.g. associations of parents of students) and owned and managed by such groups, not individuals.

6.9 *Livelihood component*

Addressed to: the ILO/IPEC and its partners

216. In the very short term, it is urgent for ANADER in Cote d'Ivoire and the INBSS in Ghana to continue to provide support to the IGA beneficiaries so they can begin production (i.e. some production centres in Ghana), harvest their agricultural products (for instance, corn crops in some communities in Cote d'Ivoire) or finish the raising of poultry, and commercialize their products.
217. Also, ILO and its partners should undertake redoubled efforts to assist (and monitor) farmers to effectively implement methods to increase productivity. Regarding the IGA, further support must be provided in

training beneficiaries on how to build on the scale they are currently in; develop business plans; market their products; monitoring the development of the IGA; reinvesting their profits... It is also advisable to support the transition from groups/associations to cooperatives, which would allow other people, 'non-beneficiaries of the project', to join the IGA and expand their profits to the whole community.

6.10 *Strengthening of social dialogue and tripartism*

Addressed to: the ILO/IPEC, ILO constituents and the cocoa companies

218. Strengthening the role of trade unions would enable farmers and other workers to become more organized and act through these unions and cooperatives to promote collective bargaining, acquisition of inputs and implements and collaborative forms of labour in the farms. This would enhance the fight against poverty and decent work deficits as well as other causes of child labour. It is also recommended to reinforce the role of ILO-IPEC, at national and decentralized levels (districts/departments), in the awareness-raising and mobilization of the cocoa companies. This would strengthen its implication in child labour elimination and improve the working conditions and productivity in cocoa plantations.
219. As well, the evaluators recommend ILO-IPEC and the Ministries of Labour to promote/strengthen spaces for tripartite cooperation in the fight against child labour in the cocoa growing communities (especially in Cote d'Ivoire).

6.11 *Child Labour Monitoring Systems*

Addressed to: the ILO/IPEC and its partners

220. Support the GCLMS to further strengthen data collection, analysis and reporting, and to complete a minimum of one monitoring and reporting cycle by administering tools 2 and 3 in order to identify and refer children to available services. Support SOSTECI in extending its coverage once the pilot phase is finished, taking into consideration the results of the SOSTECI's evaluation that is to be conducted in the next few months. In addition, provide further support to strengthen the data collection, analysis and reporting capacities, at decentralized and community levels, in both Ghana and Cote d'Ivoire.

6.12 *Administrative and financial procedures*

Addressed to: the ILO/IPEC the USDOL

221. In order to allow for the necessary adjustments of project activities to the needs and evolution of specific national/local contexts, more flexibility in the administrative and financial procedures and a higher degree of autonomy for the Country Offices is needed.

Annexes

Annex A: Key results

The following tables show the key results attained by the project sorted out by I.O. and outputs, and compare the actual achievements against the targets defined by the indicators.

| GHANA | | | | | |
|--|--|--------------------------------------|---|------------------|---|
| Immediate Objective 1: By the end of the project, target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour within their communities. | | | | | |
| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
| Output 1.1: Target communities are sensitized through information, dialogue and analysis concerning children's work and education. | -- | -- | -- | -- | The project developed countless awareness raising activities among key partners including District Child Protection Committees (DCPCs), Community Child Protection Committees (CPCs,) Chiefs, teachers, parents, as well as mandated institutions including, Labour, Agriculture and Social Welfare Departments, Community Development and Cooperative Departments, and Social Partners (Workers and Employers' organizations and NGOs) |
| Output 1.2: Support for the development, implementation, monitoring and evaluation of Community Action Plans (CAPs) | Target communities with CAPs with a focus on child labour | 40 | 41 | 103% | 40 CAPs have been developed |
| Output 1.3: Support for advocacy:(i) for the implementation of CAPs,(ii) for the implementation of national policies and programs supporting child rights and child protection | Target communities that "effectively" implement their CAP with a focus on child labour | At least 30% of activities completed | 22% of planned activities have been completed | 73% | 40 CAPs are being implemented in target communities, |
| Unexpected results | | | | | |
| CAPs have been formally presented to the District Assemblies for mainstreaming into their District Medium-term Development Plans (2014-2017). | | | | | |
| Immediate objective 2: By the end of the project boys and girls in cocoa growing communities will have better access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are not in school. | | | | | |
| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
| Output 2.1: Withdrawal and prevention of children, including children of migrants and share-croppers, from child labour through expanded | Number of children engaged in child labour or at high risk of entering child labour (CAHR) provided with education or vocational services by the project | 2.500 | 2.877 | 115% | 2.877 children in and at risk of child labour have been reached with direct services. Provision of teaching and learning materials: |

| GHANA | | | | | |
|--|---|-------|-------|------|---|
| alternative/accelerated/ transitional/supplementary/ formal/non-formal/vocational/direct educational services | Number of children engaged in child labour or at high risk of entering child labour (CAHR) enrolled in formal education services by the project | 2.300 | 102 | 4% | pupils' dual desks, teachers' desks and chairs, textbooks, writing boards... |
| | Number of children engaged in child labour or at high risk of entering child labour (CAHR) enrolled in non-formal education services by project | 900 | 1.779 | 197% | |
| Output 2.2: Coordination for promoting improved school infrastructure (including access to drinking water) and more school feeding programs. | Target schools with improved learning facilities and equipment | 40 | 40 | 100% | <ul style="list-style-type: none"> ▪ Renovation of 25 classrooms ▪ Construction of 4 teachers' quarters. ▪ Boreholes in 2 communities ▪ 2 ICT centres |
| | Target schools with an improved school canteen system | 20 | 5 | 25% | 5 target schools with an improved school canteen system since the project strategy shifted towards advocating and engaging with the existing School Feeding Programmes |
| Output 2.3: Implementation of appropriate strategies to increase numbers of trained male and female primary school teachers working in cocoa growing communities. | Target schools where teachers received training in modern pedagogic methods | 40 | 40 | 100% | <ul style="list-style-type: none"> ▪ 458 formal education staff given in-service training in pedagogy/modern methods of teaching and SCREAM. ▪ GNAT trained 300 untrained teachers in 3 Districts |
| Output 2.4: Training for appropriate school governance structures, including SMCs and CGSs, in order to enhance local governance, community input and oversight of primary school management. | Schools with active school management committees /PTA that eliminate barriers of access to education (use of school uniforms, exam fees, etc.) | 40 | 40 | 100% | <ul style="list-style-type: none"> ▪ Training is on-going for 800 SMCs, PTAs, etc. across the 40 CCP target communities. ▪ 500 copies of adapted SMC Manual published to dissemination to all districts across the country for use and scale-up of the trainings. |
| Output 2.5: Research, support and promotion of TVET opportunities, including model farm schools /Junior FFS | Number of children engaged in child labour or at high risk of entering child labour (CAHR) enrolled in vocational education services by the project | 152 | 18 | 12% | 20 children (aged 15-17) are currently enrolled in TVET services. |
| Output 2.6: Implementation of strategies to encourage a more positive image of agriculture through the understanding of its potential as a career choice. | Target schools incorporating cocoa and child labour issues in extracurricular activities | 20 | 40 | 200% | The project has incorporated cocoa and child labour issues in extracurricular activities in 40 schools. |
| Unexpected Results | | | | | |
| <ul style="list-style-type: none"> ▪ 1.455 children have been registered under the National Health Insurance Scheme (NHIS). ▪ Health screening was conducted for 2.006 children. | | | | | |

GHANA

Immediate objective 3: By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods.

| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
|--|---|--------|----------|------------------|--|
| Output 3.1: Research and implementation of strategies for improved cocoa productivity among target households, including FFS. | Number of cocoa farmers in target communities that implement methods to increase productivity (e.g. use of improved technology, seeds, soil protection, fertilizers, etc.) | 200 | 1.119 | 560% | 1199 persons have been trained in Good Agricultural Practices |
| Output 3.2: Research and implementation of strategies to promote youth and adult literacy and numeracy among target households. | -- | -- | -- | -- | Existing literacy programmes extended to target communities and 1171 persons benefit from literacy programs |
| Output 3.3: Strategies for increased workplace safety including worksite protection, particularly for children above the minimum age for work. | Number of cocoa farmers in target communities that regularly apply OSH procedures | 200 | 784 | 392% | GAWU provided 784 project beneficiaries with training on OSH. About 1775 non-beneficiaries also took part in the training. |
| Output 3.4: Research and implementation of appropriate micro-finance, savings-skills training and entrepreneurship strategies for target households. | No. of households receiving livelihoods services | 1.000 | 1.200 | 120% | <ul style="list-style-type: none"> ▪ 1.200 families have received livelihood services and have received start-up tools and other inputs. ▪ 41 production centres constructed or under construction. 4 of the centres have been completed and in use ▪ 762 beneficiaries have started producing soap, palm oil, pastries, vegetables, honey, poultry, and grass cutter for sale. |
| | No. of households with members that received productive skills training (TVET and other) in target communities | 1.000 | 1.200 | 120% | <ul style="list-style-type: none"> ▪ 1200 beneficiaries participated in training business management, basic book-keeping, group formation and the benefits of savings and credit schemes. |
| | No. of households in target communities that benefit from microcredit and savings schemes | 200 | 1.200 | 600% | 1023 families have received training on savings and micro-credit. |
| Output 3.5: Support for community-based cooperative organizations /local trade unions to enable farmers, migrants and other labourers to organize and act through trade unions and cooperatives to tackle poverty, decent work deficits and other root causes of child labour | Target communities with cooperatives, trade unions, solidarity groups and other self-help associations formed or strengthened (e.g. increased price-bargaining power and access to markets) | 35 | 40 | | <ul style="list-style-type: none"> ▪ 340 families have been linked to MFI to enable them assess credit to improve their businesses, their children's education and other needs. ▪ 43 groups have been formed and receiving technical assistance from Department of Cooperatives and NBSSI to better manage, grow and register the groups. |

| GHANA | | | | | |
|--|--|--------|----------|------------------|---|
| | | | | | <ul style="list-style-type: none"> 10 of the groups have been registered as cooperatives with other 250 families joining Adqumapa Cooperative Credit Union. Membership is composed of both project beneficiaries and non-project beneficiaries. |
| Unexpected results | | | | | |
| <ul style="list-style-type: none"> The workers organization GAWU has mobilised farmers and 2522 of them (893 beneficiaries and 1629 non-beneficiaries) registered as GAWU union members All new 40 union executives were trained in decent work, unionism and labour standards and their role in eliminating child labour in the sector. In all target communities 988 women were trained on the role of women in trade unionism. | | | | | |
| Immediate objective 4: By the end of the project national capacity to deploy an adequate CLMS framework to measure the progress towards the elimination of child labour through an IAB approach will be improved. | | | | | |
| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
| Output 4.1: Assessment of strengths and weakness of the current CLMS operation & Output 4.2: Strengthened CLMS pilot in progress. | Target communities with an effective CLMS in place, including a referral system and related services | 40 | 40 | 100% | GCLMS mechanisms were established in all 4 districts and 40 communities (DCPCs and CCPCs established and functional), and logistical support to the GCLMS structures. |
| | Number of reliable national CLMS reports produced and their findings used for national, district and community-level actions | 5 | 1 | 20% | |
| Immediate Objective 5: By the end of the project, ILO constituents and partner organizations will have enhanced their technical and institutional capacity to contribute with the implementation of NPAs and the interventions to combat child labour in cocoa-growing communities. | | | | | |
| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
| Output 5.1: Employer and worker organizations identify and implement strategies to promote major stakeholder adherence, application and implementation of rights-based approaches and commitments for the elimination of child labour (including government and industry). | Number of worker organizations that take specific action to eliminate CL | 4 | 3 | 75% | <ul style="list-style-type: none"> A Child Labour Strategic Plan has been finalized and is being implemented by the Directorate of Agricultural Extension Services (DAES) with the Ghana Employers' Association (GEA). GAWU drafted a Child Labour Strategic Plan. The GEA has drafted Codes of Conduct for the 16 Licence Buying Companies (LBC) to check the use of child labour in cocoa production. |
| | Number of codes of conduct on the elimination of CL adopted by Employer Associations | 4 | 16 | 400% | |
| Output 5.2: Systematic skills/needs assessment of ILO constituents as potential implementers and/or implementing partners for interventions. | -- | -- | -- | --- | -- |

| GHANA | | | | | |
|---|--|----|---|------|---|
| Output 5.3: Capacity building of employer and worker organizations to plan, coordinate and deliver appropriate support to interventions. | Number of institutions of the tripartite constituents and other partners that adopt policy frameworks that incorporate child labour concerns | 6 | 8 | 133% | <ul style="list-style-type: none"> 153 key national and district stakeholders have been trained on child labour, programme development, implementation and monitoring. A joint CCP/ECOWAS II cross-border exchange was held from 1st to 7th December 2013, to share good practices and lessons learned, in order to better combat the Worst Forms of Child Labour. 137 key sub-national partners have been trained in resource mobilization for CL interventions and CAP implementation across all the 7 districts. |
| Output 5.4: Capacity building (Labour Ministries and education and agriculture public services) for the Governments of Ghana and Cote d'Ivoire to be better able to fulfil their commitments to eliminate child labour at national and local levels. | Number of labour inspection services on CL carried out by MESW labour inspectors in cocoa producing communities | 40 | Labour inspection services provided in all 40 target communities (at least 1 visit) | 100% | <ul style="list-style-type: none"> 75 Labour, Education and Factory Inspectors have been trained on child labour, Occupational Safety and Health (OSH) and GCLMS. A Training Manual for Labour Inspectors was produced Labour inspection services provided in all 40 target communities Training of 56 Cocoa Extension/Agriculture Extension officers (national, regional and 4 IPEC districts) on child labour, GCLMS and OSH. Child Labour Modules integrated in the routine trainings in Cocoa Board of Ghana's (COCOBOD) extension division & DAES |
| | Agriculture Extension units that provide advice to farmers in rural areas to support the enforcement of relevant child labour legislations | 2 | 7 units (1 per district) | 350% | |
| | Training materials adopted for agriculture extension agents | 1 | 2 | 200% | |
| Unexpected results | | | | | |
| Child labour issues and CAPs reflected in the Government of Ghana's draft Development Plan for 2014-2017. Guidelines have been issued for the development of sectorial and sub-national plans. | | | | | |

* June 30th 2014

Source: ILO/IPEC

COTE D'IVOIRE

Immediate Objective 1: By the end of the project, target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour within their communities.

| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
|---|--|--------------------------------------|---|------------------|---|
| Output 1.1: Target communities are sensitized through information, dialogue and analysis concerning children's work and education. | -- | -- | -- | -- | The project developed countless awareness raising activities among key partners including District Child Protection Committees (DCPCs), Community Child Protection Committees (CPCs,) Chiefs, teachers, parents, as well as mandated institutions including, Labour, Agriculture and Social Welfare Departments, Community Development and Cooperative Departments, and Social Partners (Workers and Employers' organizations and NGOs) |
| Output 1.2: Support for the development, implementation, monitoring and evaluation of Community Action Plans (CAPs) | Target communities with CAPs with a focus on child labour | 21 | 40 | 191% | 40 CAPs have been developed |
| Output 1.3: Support for advocacy:(i) for the implementation of CAPs,(ii) for the implementation of national policies and programs supporting child rights and child protection | Target communities that "effectively" implement their CAP with a focus on child labour | At least 30% of activities completed | 53% of planned activities have been completed | 176% | 40 CAPs are being implemented in target communities, |

Unexpected results

Commitments were made mainly by municipalities to support CAPs and include them in their general development plans

Immediate objective 2: By the end of the project boys and girls in cocoa growing communities will have better access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are not in school.

| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
|---|--|--------|----------|------------------|---|
| Output 2.1: Withdrawal and prevention of children, including children of migrants and share-croppers, from child labour through expanded alternative/accelerated/ transitional/supplementary/ formal/non-formal/vocational/direct educational services | Number of children engaged in child labour or at high risk of entering child labour (CAHR) provided with education or vocational services by the project | 2.500 | 2.500 | 100% | 2.500 children in and at risk of child labour have been reached with direct services. |
| | Number of children engaged in child labour or at high risk of entering child labour (CAHR) enrolled in formal education services by the project | 2.300 | 454 | 20% | |
| | Number of children engaged in child labour or at high risk of entering child labour (CAHR) enrolled in non-formal education services by project | 900 | 703 | 78% | |
| Output 2.2: Coordination for promoting improved school infrastructure (including access to drinking water) and more school feeding programs. | Target schools with improved learning facilities and equipment | 10 | 19 | 190% | <ul style="list-style-type: none"> ▪ 39 classrooms were built or are under construction. Renovation of 15 classrooms |

| COTE D'IVOIRE | | | | | |
|--|---|-----|-----|------|--|
| | | | | | <ul style="list-style-type: none"> Construction and food supply (3 months) of 9 schools canteens. 12 School latrines were rehabilitated for sanitation facilities Provision of solar panels for 3 target schools. Schools desks and numerous educational materials were distributed to 22 schools. |
| | Target schools with an improved school canteen system | 10 | 9 | 90% | Construction and provision of 3 months' worth of food supplies and nutritional supplements for 9 school canteens |
| Output 2.3: Implementation of appropriate strategies to increase numbers of trained male and female primary school teachers working in cocoa growing communities. | Target schools where teachers received training in modern pedagogic methods | 20 | 21 | 105% | No specific training has been provided to increase the teachers' capacities in the target communities by the project as the MoE provides training. |
| Output 2.4: Training for appropriate school governance structures, including SMCs and CGSs, in order to enhance local governance, community input and oversight of primary school management. | Schools with active school management committees /PTA that eliminate barriers of access to education (use of school uniforms, exam fees, etc.) | 15 | 21 | 140% | The project organised a training workshop for SMC supervisors from target communities, who can, in turn, train and educate parents to participate fully and effectively in the functioning of SMCs |
| Output 2.5: Research, support and promotion of TVET opportunities, including model farm schools /Junior FFS | Number of children engaged in child labour or at high risk of entering child labour (CAHR) enrolled in vocational education services by the project | 150 | 155 | 103% | <ul style="list-style-type: none"> 105 children aged between 13 and 17 years, started vocational training with master craftsmen 295 children of legal working age referred to the livestock breeding or junior farm schools with the support of ANADER and supplied with poultry business start-up/junior farm school) |
| Output 2.6: Implementation of strategies to encourage a more positive image of agriculture through the understanding of its potential as a career choice. | Target schools incorporating cocoa and child labour issues in extracurricular activities | 10 | 16 | 160% | The project has incorporated cocoa and child labour issues in extracurricular activities in 16 schools. |
| Unexpected results | | | | | |
| <ul style="list-style-type: none"> A total of 457 birth certificates have been issued with the project's support After-school support/remedial courses were offered to students in need. Transitional courses for school drop-outs, and non-formal education for those who never went to school | | | | | |

COTE D'IVOIRE

- Literacy courses were offered for all 458 children aged 13 - 17 years old.

Immediate objective 3: By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods.

| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
|--|---|--------|----------|------------------|--|
| Output 3.1: Research and implementation of strategies for improved cocoa productivity among target households, including FFS. | Number of cocoa farmers in target communities that implement methods to increase productivity (e.g. use of improved technology, seeds, soil protection, fertilizers, etc.) | 200 | 565 | 283% | 561 cocoa farmers have participated in Farmers' Field School courses to improve cocoa productivity |
| Output 3.2: Research and implementation of strategies to promote youth and adult literacy and numeracy among target households. | -- | -- | -- | -- | The project established a literacy program for 874 adults and 458 teenage beneficiaries. |
| Output 3.3: Strategies for increased workplace safety including worksite protection, particularly for children above the minimum age for work. | Number of cocoa farmers in target communities that regularly apply OSH procedures | 200 | 421 | 210% | 421 cocoa farmers have participated in Farmers' Field School courses to improve OSH. |
| Output 3.4: Research and implementation of appropriate micro-finance, savings-skills training and entrepreneurship strategies for target households. | No. of households receiving livelihoods services | 1.000 | 1.000 | 100% | Livelihood services provided to a total of 1000 families. |
| | No. of households with members that received productive skills training (TVET and other) in target communities | 1.000 | 1.000 | 100% | 872 persons benefit from training in basic knowledge in management and simplified accounting training provided to target families. |
| | No. of households in target communities that benefit from microcredit and savings schemes | 200 | 320 | 160% | 45 members of women cooperatives and focal points of CAPs received training on associations, savings and loans AND access to microfinance. |
| Output 3.5: Support for community-based cooperative organizations /local trade unions to enable farmers, migrants and other labourers to organize and act through trade unions and cooperatives to tackle poverty, decent work deficits and other root causes of child labour | Target communities with cooperatives, trade unions, solidarity groups and other self-help associations formed or strengthened (e.g. increased price-bargaining power and access to markets) | 20 | 24 | 120% | The project has supported the formation of 24 groups and associations for better management of the newly-created income-generating activities. This includes awareness-raising, legal recognition, and establishment of the executive committees, training of their members, and facilitating opening bank accounts. |

Unexpected results

The communities are committed to sustain the literacy programs by supporting the salaries of trainers. Local/national educational authorities provided learning material and supervisors, who conducted the training of communities' literacy teachers.

COTE D'IVOIRE

Immediate objective 4: By the end of the project national capacity to deploy an adequate CLMS framework to measure the progress towards the elimination of child labour through an IAB approach will be improved.

| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
|---|--|--------|----------|------------------|---|
| Output 4.1: Assessment of strengths and weakness of the current CLMS operation & Output 4.2: Strengthened CLMS pilot in progress. | Target communities with an effective CLMS in place, including a referral system and related services | 20 | 19 | 95% | The SOSTECI was launched at a national level with local pilots (5 departments and 19 communities), and its implementation is underway |
| | Number of reliable national CLMS reports produced and their findings used for national, district and community-level actions | 2 | 0 | -- | |

Immediate Objective 5: By the end of the project, ILO constituents and partner organizations will have enhanced their technical and institutional capacity to contribute with the implementation of NPAs and the interventions to combat child labour in cocoa-growing communities.

| Output | Indicator | Target | Actuals* | % of achievement | Additional information |
|---|--|--------|---|------------------|--|
| Output 5.1: Employer and worker organizations identify and implement strategies to promote major stakeholder adherence, application and implementation of rights-based approaches and commitments for the elimination of child labour (including government and industry). | Number of worker organizations that take specific action to eliminate CL | 4 | 5 | 125% | <ul style="list-style-type: none"> ▪ The "INTERSYNDICALE" (workers' organization) and the employers' organization "CGECI" developed and validated strategic plans against child labour. ▪ The cocoa cooperatives and producers' associations in the Issia District had signed the "Charte Sociale" against child labour |
| | Number of codes of conduct on the elimination of CL adopted by Employer Associations | 4 | 1 | 25% | |
| Output 5.2: Systematic skills/needs assessment of ILO constituents as potential implementers and/or implementing partners for interventions. | -- | -- | -- | -- | -- |
| Output 5.3: Capacity building of employer and worker organizations to plan, coordinate and deliver appropriate support to interventions. | Number of institutions of the tripartite constituents and other partners that adopt policy frameworks that incorporate child labour concerns | 3 | 3 | 100% | 172 members of employers' organizations and 346 members of workers' organizations, were trained on CL, SOSTECI and OSH, conducting community-level activities on these subjects. |
| Output 5.4: Capacity building (Labour Ministries and education and agriculture public services) for the Governments of Ghana and Cote d'Ivoire to be better able to fulfil their commitments to eliminate child labour at national and local levels. | Number of labour inspection services on CL carried out by MESW labour inspectors in cocoa producing communities | 20 | Labour inspection services provided in all 24 target communities (3 visits) | 100% | <ul style="list-style-type: none"> ▪ 36 Labour Inspectors from Project departments and some social partners were trained on child labour, OSH and SOSTECI. ▪ Labour Inspectors and Agricultural Extension Services were trained on CL, OSH and SOSTECI. ▪ With the support and involvement of Directorate of perennial crops (DCR), |

| COTE D'IVOIRE | | | | | |
|---|--|---|----------------------------|------|--|
| | | | | | Child Labour Strategic Plan has also been completed. |
| | Agriculture Extension units that provide advice to farmers in rural areas to support the enforcement of relevant child labour legislations | 2 | 4 units (1 per department) | 200% | ANADER, as part of its public service activities supports the enforcement of relevant child labour legislation to farmers in the CCP districts. |
| | Training materials adopted for agriculture extension agents | 1 | 1 | 100% | A Manual for Labour Inspectors produced in Ghana was adapted and distributed. The Ministry of Labour through the General Directorate of Labour expressed their wish to expand this training to cover all labour inspectors in the country. |
| Unexpected results | | | | | |
| A Presidential Decree was released for the adoption of a national social protection plan and enforcement of the law prohibiting child labour. | | | | | |

**June 30th 2014*

Source: ILO/IPEC



**International Labour Organization- International Programme on the
Elimination of Child Labour**

ILO/FPRW-IPEC

***Terms of Reference
Expanded Independent Final Evaluation of the Project
“Towards child labour free cocoa growing communities in Côte
d’Ivoire and Ghana through
an integrated area based
approach (CCP)”***

***Final evaluation component
(including a sub-study on Effectiveness of the Livelihoods
component)***

| | |
|--------------------|---|
| ILO Project Code | RAF/10/54/USA |
| ILO Iris Code | 102510 |
| Country | Cote D’Ivoire-Ghana |
| Duration | 48 months |
| Starting Date | 31 December 2010 |
| Ending Date | 30 August 2014 |
| Project Language | English/French |
| Executing Agency | ILO/FPRW-IPEC |
| Financing Agency | United States Department of Labor (USDOL) |
| Donor contribution | USDOL: US\$ 10,000,000 |

Abbreviations

| | |
|----------------|--|
| AP | Action Programme |
| CAP | Community Action Plan |
| CL | Child Labour |
| CLMS | Child Labour Monitoring System |
| CMES | Comprehensive Monitoring and Evaluation System |
| DBMR | Direct Beneficiaries Monitoring and Reporting |
| DWCP | Decent Work Country Programmes |
| ECOWAS | Economic Community of West Africa States |
| EFE | Expanded Final Evaluation |
| EIA | Evaluation and Impact Assessment section of FPWR-IPEC |
| FPRW | ILO Fundamentals Principles and Rights for Work Branch at Governance and Tripartite Department |
| GAP | Global Action Plan |
| HH | Household |
| HQ | Headquarters |
| IABA | Integrated Area base Approach |
| ILO | International Labour Organization |
| IO | Immediate Objective |
| IPEC | International Programme on the Elimination of Child Labour |
| NAP | National Action Plan |
| NC | National consultant |
| OSH | Occupation safety and health |
| PPP | Public-Private partnership between the Chocolate and Cocoa Industry and the ILO to Combat Child Labour in Cocoa Growing Communities in Ghana and Cote d'Ivoire |
| PRSP | Poverty Reduction Strategy Paper |
| SOSTECI | Système d'Observation du Travail des Enfants en Côte d'Ivoire (CLMS in Cote d'Ivoire) |
| TBP | Time Bound Programme |
| TL | Team leader |
| ToC | Theory of change |
| UCW | Understanding Children Work Interagency Program (ILO-UNICEF-World Bank) |
| UN | United Nations |
| UNDAF | United Nations Development Assistance Framework |
| USDOL | United States Department of Labour |
| WFCL | Worst Forms of Child Labour |

I. Background and Justification

1. The aim of the International Programme on the Elimination of Child labour (IPEC)¹⁰ is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour - in cooperation with employers' and workers' organizations, non-governmental organizations and other relevant parties in society- is the basis for IPEC action. IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes strengthening national capacities to deal with this issue, legislation harmonization, improvement of the knowledge base, raising awareness on the negative consequences of child labour, promoting social mobilization against it, and implementing demonstrative direct action programmes (AP) to prevent children from child labour and remove child workers from hazardous work and provide them and their families with appropriate alternatives.
2. The operational strategy of ILO-IPEC has over the years focus on providing support to national and local constituents and partners through their project and activities. Such support has to the extent possible been provided in context of national frameworks, institutions and process that have facilitated the building of capacities and mobilisation for further action. It has emphasized various degrees of a comprehensive approach, providing linkages between action and partners in sectors and areas of work relevant for child labour. Whenever possible specific national framework or programmes have provided such focus.
3. Starting in 2001, IPEC has promoted the implementation of such national frameworks through the national Time Bound Programme (TBP) approach which has evolved into the current NAPs. The NAP is the framework to operationalize the national CL labour policy as a statement of a country's course or approach to dealing with the problem of CL. It is intended to be a set of coherent and complementary policies, strategies and interventions with the long-term purpose of reducing and eventually eliminating CL.
4. The Global Action Plan (GAP), proposed in the 2006 Global Report on Child Labour and endorsed by the Governing Body at its November 2006 sitting, reinforced this emphasis by calling on all ILO member States to put appropriate time-bound measures using National Action Plans (NAP), in place by 2008 with a view to eliminating the WFCL by 2016.
5. The NAPs incorporate lessons learned from the earlier TBPs, especially in terms of process, the importance of institutions, and the role IPEC and other ILO units can play to ensure broad mobilization and sustainability. The recent experience has emphasized the facilitation and enhancement of national ownership, using a participatory approach involving government departments, the social partners and other key stakeholders at national, sub-national and sectorial levels.
6. NAPs are designed to be based on existing and planned interventions in all relevant social and economic sectors, with linkages to UNDAF and other UN programmes. They represent a programme framework, not a standalone project. The NAP formulation and implementation is a national responsibility, requiring national leadership and ownership, as well as national resource mobilization.
7. IPEC strategy, settled under the Decent Work Country Programmes, in Africa, states that IPEC will work with all countries; and sub-regional and regional bodies, towards the elimination of child labour, depending on our comparative advantage and the availability of resources. Towards this end, efforts will be made to beef up capacity for upstream support in the region. The orientation is to rebalancing

¹⁰ IPEC is part of the Fundamental Principles and Rights for Work Branch of the Governance and Tripartism Department at ILO.

IPEC support in favour of upstream activities (especially policy advice, advocacy, knowledge development and sharing, and capacity building), with *direct actions* emphasizing the development of mechanisms that ensure mainstreaming into the work of mandated institutions

8. From the perspective of the International Labour Organisation (ILO), the elimination of child labour is part of its work on standards and fundamental principles and rights at work. The fulfilment of these standards should guarantee decent work for all adults. In this sense, the ILO provides technical assistance to its three constituents: government, workers and employers. This tripartite structure is the key characteristic of ILO cooperation and it is within this framework that the activities developed by the Programme should be analysed.
9. ILO Decent Work Country Programmes (DWCPs) have subsequently been developed and are being introduced in the ILO to provide a mechanism to outline agreed upon priorities between the ILO and the national constituent partners within a broader UN and International development context.
10. The DWCP defines a corporate focus on priorities, operational strategies, as well as a resource and implementation plan that complements and supports partner plans for national decent work priorities. As such, DWCP are broader frameworks to which the individual ILO project is linked and contributes to. DWCP are beginning to be gradually introduced into various countries' planning and implementing frameworks. The two countries have DCWP that will be considered in this evaluation. For further information please see: <http://www.ilo.org/public/english/decent.htm>.

Project background

11. The Project “Towards child labour free cocoa growing communities in Côte d’Ivoire and Ghana through an integrated area based approach” (CCP) has been designed taking in consideration previous experiences of IPEC projects (i.e. USDOL funded ones) in both countries and the West Africa region. Regarding previous experiences, IPEC has implemented 8 projects in Cote d’Ivoire and 11 in Ghana, since 2002 with funds from USDOL, Canada, France, Denmark, the Netherlands and Norway.
12. Regarding current projects, this project is under the IPEC strategic programme on child labour in West Africa/ECOWAS region. It is particularly aligned to the projects “ECOWAS I and II”¹¹ that ended in April 2014 and then aligned by the project “Public-Private Partnership”¹² (PPP) to finish in December 2014. ECOWAS I and II are funded by USDOL and the PPP by the private sector. These projects have been/are under a common management structure (with clear responsibilities specified by project), aiming at the same development objective and working in some cases with the same stakeholders. The common structure and alignment allow for cross-fertilization among projects and increase efficiency and effectiveness. The four projects have their own objectives, activities and funding.
13. The CCP it is an initiative framed under the Harkin-Engel Declaration of Joint Action to Support Implementation of the Harkin-Engel Protocol. It has been signed by, Senator Harkin, Representative Engel, USDOL, the International Chocolate and Cocoa Industry, and the ILO.
14. The Development Objective of the project is “To accelerate progress in the elimination of child labour, with a focus on its worst forms, in cocoa growing communities in Cote d’Ivoire and Ghana”.

¹¹ Elimination of the Worst Forms of Child Labour in West Africa and Strengthening Sub-Regional Cooperation ECOWAS I (RAF/09/51/USA) and ECOWAS II (RAF/10/53/USA)

¹² Public-Private partnership between the Chocolate and Cocoa Industry and the ILO to Combat Child Labour in Cocoa Growing Communities in Ghana and Cote d’Ivoire.

15. The project has the following five immediate objectives:

- IO.1. By the end of the project target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour in their communities.
- IO.2. By the end of the project boys and girls in cocoa growing communities will have improved access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school
- IO.3. By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods
- IO.4. By the end of the project national capacity to deploy an appropriate CLMS framework to measure progress towards the elimination of child labour through an IAB approach will be improved.
- IO.5. By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced

16. The project is developing the following strategic intervention to achieve the 5 objectives:

- An integrated area-based approach in cocoa-growing communities targeting all worst forms of child labour with emphasis on WFCL in the cocoa sector and the provision of direct educational services;
- A “child labour model” linked with the Decent Work Country Programme promoting improved and/or diversified livelihoods strategies that may include supporting improved working conditions, productivity and agricultural practices;
- Broad-based advocacy for improved services and infrastructure, access to quality education and knowledge of child labour;
- Improved coordination across all key stakeholders through improved social dialogue and coalition building, including government institutions, social partners, implementing entities, and donors, with linkages to national plans to promote accountability and transparency;
- Sustainable efforts based on the development of actionable community plans and empowering communities; and
- Expanding CLMS and promoting community based platforms and better linkages with national statistical services; and
- Support to ministries of agriculture and other relevant government institutions in implementing policy development or review of sector policies necessary to address the structural causes of child labour (i.e. working children households’ livelihoods).

17. This project, together with the USDOL-IPEC projects in El Salvador and Thailand initiated in 2010, is piloting new approaches in CL labour projects. In particular the three of them are applying a new Comprehensive Monitoring and Evaluation Strategy (CMES) that has developed its Theory of change (with participation of key stakeholders) as a starting point. The CMES focuses on results including outputs, project direct outcomes, broader or higher outcomes and impacts, monitoring of context, and articulating monitoring and evaluation components. It can include a quantitative impact evaluation component for one or more selected interventions.

18. The project achievements as reported by the project, as of March 2014, are:

In Ghana:

- 41 Community Action Plans (CAPs) have been developed and being implemented in target communities, presented to the District Assemblies for mainstreaming into their District Medium-term Development Plans (DMTDPs 2014-2017).
- DCPCs and CCPCs continue to provide support for project implementation, including monitoring of direct beneficiaries, CAPs implementation and the roll out of the GCLMS in target communities 2,862

children and 1145 families have been provided with direct services (i.e. educational supplies and livelihood services)

- Schools supported with multiple inputs and renovations for improving teaching conditions.
- 41 SCREAM Clubs have been set up by the Project
- 2,522 farmers have been registered as Ghana Workers Union (GAWU) members.
- Cocoa Farmers Division of GAWU created to see to the welfare of cocoa farmers
- CL, leadership and governance issues mainstreamed the Ghana Education Service, School Management Committee (SMC)
- Labour inspectors and other inspectorate services have enhanced their capacities on child-friendly labour inspections
- Codes of conduct for 16 Licensed Buying Companies developed by the Ghana Employers' Association
- Directorate of Agricultural Extension Services of MOFA developed a Strategic Plan for addressing child labour to support the implementation of the NPA to sustain Project interventions.
- Strengthened capacity of key stakeholders, such as the National Steering Committee on Child Labour, the Ministry of Employment and Social Welfare's Child Labour Unit (CLU), NPECLC, social partners, labour inspectors, agriculture and COCOBOD extension officers, teachers in the target districts and direct action implementing agencies about CL and improving livelihoods.
- Training Modules developed for Cocoa and Agriculture Extensions Services to sustain child labour, OSH and GCLMS in their Organisations' trainings.
- Improvement in legislation through support for the promulgation of a Legislative Instrument to protect children in TVET.

In Côte d'Ivoire

- 40 Community Child Protection Committees (CCPCs) officially installed, CAPs developed and being implemented.
- Implementation of a nutritional supplement program to 1136 schools girls
- Educational services provided to 2500 children
- Child labour mainstreamed into extra-curricular activities of target schools
- Schools supported in infrastructure renovation
- Livelihood services provided to a total of 1000 families, including 19 peer trainers
- 872 persons benefit from functional literacy program and basic knowledge in management and simplified accounting training provided to target families.
- 721 cocoa farmers have participated in Farmers' Field School courses
- The country CLMS/SOSTECI launched at national level and local pilots (5 departments and 19 communities)
- A training module for capacity building of cooperative leaders on OSH developed.
- Labour Inspectors and Agricultural Extension Services trained on CL, OSH and SOSTECI.
- 172 members of Employers organizations and 346 members of workers' organizations, trained on CL, on SOSTECI and OSH, conducting community-level activities on these subjects.
- With the support and involvement of Directorate of perennial crops (DCR) Child Labour Strategic Plan has also been finalised.

Evaluation background

19. The project has been undergone a Project Implementation review in March 2013 with active involvement of national stakeholders in each country.
20. The final evaluation is implemented under an Expanded Final Evaluation methodology (EFE) to combine a classical final evaluation process with a more detail study that can document particular models of intervention.

21. For CCP, the EFE will include a sub study on the effectiveness of the project livelihood component (including its articulation with other project intervention strategies and available service providers, effective contribution to CL elimination, and ownership by households).
22. The sub-study will be implemented in both countries by individuals that will work in coordination with the evaluation team leader. Cote d'Ivoire and Ghana. It will be discussed in separate TORs. The sub study reports for the two countries will feed in the evaluation report.
23. The sub study findings will be incorporated in the final evaluation report. It is not designed to be a stand-alone document.
24. The CCP project has developed a Theory of change produced with country stakeholders at the beginning of the project implementation. This ToC has guided project implementation and is expected to guide the final evaluation.
25. The project, with the support of an ILO-IPEC technical project implemented by the UCW Project, developed a "randomized control trial" (RCT) impact evaluation design for the project whole set of interventions package in Ghana, based on a comprehensive baseline and with planned follow-up surveys at the end of the project. For Cote d'Ivoire a "Before and After" assessment of changes in the communities' model was designed with a repeat baseline planned. However, the follow-up surveys will not be implemented within the period of the project due to unavailability of funds
26. The CCP comprehensive baseline studies at households and community levels and at institutional level for each country are expected to be considered as key resources for the final evaluation.
27. The EFE should make all efforts to use information from the baseline studies to reflect on achieved changes, even though the findings would not have statistical validity.

II. Purpose and Scope

Purpose

28. The main purposes of the final evaluation, at project and program levels are:
 - g. Determine project effectiveness at national and local levels: achievement of Project objectives at outcome and impact levels, and understanding how and why have/have not been achieved
 - h. Identify relevant unintended/unexpected changes effects at outcome and impact levels
 - i. Assess the project implementation efficiency
 - j. Establish the relevance of the project outcomes and the level of sustainability attained.
 - k. Provide recommendations regarding relevant stakeholders, building on the achievements of the Project in supporting the NAPs, and other national efforts, at national and local levels toward the sustainability of the project outcomes and initial impacts
 - l. To identify emerging potential good practices for key stakeholders.
29. The final evaluation should provide all stakeholders (i.e. the national and sub national/local stakeholders, the project management team, the donor and IPEC) with information to assess and revise, as it is needed, work plans, strategies, objectives, partnership arrangements and resources. It should identify the potential impact on mainstreaming policy and strategies and suggest a possible way forward for the future.

30. Particular areas of analysis such as the effectiveness of school-kits within the educational component, the effectiveness of the support to the CLMS, and the effectiveness of the livelihood component will be addressed in the report in specific sections. Moreover, questions for each subject are presented in Annex I of these TORs and through separate section in the evaluation report. In addition the livelihoods component will be developed in the EFE sub study.

Scope

31. The evaluation will focus on the ILO/IPEC project mentioned above, its achievements and its contribution to the overall national and local efforts to achieve the elimination of WFCL. The evaluation should focus on all the activities that have been implemented since the start of the projects to the moment of the field visits. (i.e. action programmes). In analysing and documenting how outcomes have been achieved or not, an integral step will be the assessment of main activities leading to these outcomes (i.e. their relevance for the outcomes).
32. The evaluation should look at the programme as a whole, including issues of initial project design, implementation, sustainability of outcomes and impact, lessons learnt, replicability and recommendations for current and future programmes.
33. The evaluation should cover expected (i.e. planned) and unexpected results in terms of non-planned outputs and outcomes (i.e. side effects or externalities). Some of these unexpected changes could be as relevant as the ones planned. Therefore, the evaluation team should reflect on them for learning purposes.
34. The analytical scope should include identifying levels of achievement of objectives and explaining how and why have been attained in such ways (and not in other alternative expected ways, if this would be the case).

III. Suggested Aspects to be addressed

35. The evaluation should be carried out in adherence with the ILO Evaluation Framework and Strategy, the ILO Guideline, the specific ILO-IPEC Guidelines and Notes, the UN System Evaluation Standards and Norms, and the OECD/DAC Evaluation Quality Standard.
36. The evaluation will address the overall ILO evaluation concerns such as relevance, effectiveness, efficiency and sustainability (and potential impact) to the extent possible as defined in the ILO Policy Guidelines for Results-Based Evaluation: Principles, Rationale, Planning and Managing for Evaluations (i-eval resource kit)', January 2012.
37. Gender concerns should be addressed in accordance with ILO Guidance note 4: "Considering gender in the monitoring and evaluation of projects"
http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm
All data should be sex-disaggregated and different needs of women and men and of marginalized groups targeted by the programme should be considered throughout the evaluation process.
38. In line with results-based framework approach used by ILO-IPEC for identifying results at global, strategic and project level, the evaluation will focus on identifying and analysing results through addressing key questions related to the evaluation concerns and the achievement of the Immediate Objectives of the project using data from the logical framework indicators.
39. Annex I contains specific suggested aspects for the evaluation to address. Other aspects can be added as identified by the evaluation team in accordance with the given purpose and in consultation with ILO-IPEC

Geneva's Evaluation and Impact Assessment section (EIA) and the project coordinator. It is not expected that the evaluation address all of the questions detailed in the Annex; however the evaluation must address the general areas of focus. The evaluation instrument (summarised in the Inception report) should identify the general areas of focus listed here as well as other priority aspects to be addressed in the evaluation.

40. Below are the main categories that need to be addressed:

- Design
- Effectiveness and efficiency of the project (Implementation of the process and achievement of objectives)
- Potential impacts
- Relevance
- Sustainability
- Special aspects to be addressed

IV. Expected Outputs of the Evaluation

41. The expected outputs to be delivered by the evaluation team are:

1. Inception report: this report based on the Desk review should describe the evaluation instruments, reflecting the combination of tools and detailed instruments needed to address the range of selected aspects. The instrument needs to make provision for the triangulation of data where possible. The report will include the points defined in the EIA Inception Report outline. It will cover how the sub-study will be integrated in the analysis and reporting. It will include also the outline of the evaluation report and the distribution of responsibilities within the whole assignment.
2. Input from the team leader to the sub studies work plan: to assure consistency between the two countries and to address the needs of the final evaluation
3. Quantitative and qualitative data collected in the field.
4. Stakeholders' workshops, at the end of the field work in each country, to present initial findings for validation and to complete data collection.
5. Draft evaluation report for the project: the evaluation report should include and reflect on findings from the fieldwork, the sub study and the stakeholders' workshops.
6. Feedback from the team leader to the sub-studies consultants data analysis and reporting
7. Final evaluation report after comments from stakeholders consolidated by EIA and provided to the evaluation team.

42. Draft and Final evaluation reports include the following sections:

- ✓ Executive Summary with key findings, conclusions, recommendations, lessons and good practices
- ✓ Clearly identified findings
- ✓ A table presenting the key results (i.e. figures and qualitative results) achieved per objective (expected and unexpected)
- ✓ Clearly identified conclusions and recommendations (i.e. specifying to which actor(s) apply)
- ✓ Lessons learned
- ✓ Potential good practices and effective models of intervention.
- ✓ Appropriate Annexes including present TORs
- ✓ Standard evaluation instrument matrix (adjusted version of the one included in the Inception report)

43. The findings, conclusions, recommendations, lessons learned and good practices should specify in which country context they are addressing.

44. The entire draft and final reports (including key annexes) have to be submitted by the evaluation team in English as the master version and translated to French.
45. The total length of the report should be a maximum of 30-40 pages. This is excluding annexes; additional annexes can provide background and details on specific components of the project evaluated.
46. The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low.
47. All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided in electronic version compatible for Word for Windows. Ownership of data from the evaluation rests jointly with ILO-IPEC and the consultants. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of ILO-IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.
48. The draft reports will be circulated to key stakeholders (project management, ILO-IPEC, ILO Regional, all participants present at the stakeholders' evaluation workshop, donor and others as identified by EIA) for their review. Comments from stakeholders will be consolidated by EIA and provided to the team leader. In preparing the final report, the team leader should consider these comments, incorporating as appropriate and providing a brief note explaining the reasons for not doing it when this last case applies.

V. Evaluation Methodology

49. The following is the proposed evaluation methodology. While the evaluation team can propose changes in the methodology, any such changes should be discussed with and approved by EIA, provided that the research and analysis suggest changes and provided that the indicated range of questions is addressed, the purpose maintained and the expected outputs produced at the required quality.
50. The preparatory phase, before the field work, will include the following activities: a) desk review of project information, b) interviews with donor representatives and ILO/IPEC HQ and regional backstopping officials through conference calls interviews from home; c) preparation of the Inception report; and d) technical support for the sub-study
51. The desk review covers the review of appropriate materials, including the project documents, progress reports, outputs of the programme and the projects (action programmes), results of any internal planning process and relevant materials from secondary sources.
52. The Inception report indicating the methodological approach to the evaluation will include all aspects of operational planning of the evaluation. The Inception report is an internal report, based on an EIA template. The report should be discussed and approved by EIA prior to the commencement of the field mission.
53. As part of technical support to the sub-study, the team leader will provide assistance remotely to the sub-study national consultants to assure consistent methodology and tools to within the two countries and for the use of the sub study report in the final evaluation report.
54. The evaluation team will undertake field visits to selected districts and communities and interview national stakeholders in Ghana and Cote D'Ivoire. The evaluators will conduct interviews with project partners and

implementing agencies, direct beneficiaries (i.e. children) parents and teacher, do observations on the field and facilitate a workshop toward the end of the field visits in each country

55. The selection of the field visits locations should be based on criteria to be defined by the evaluation team. Some criteria to consider include:
 - Locations with successful and unsuccessful results from the perception of key stakeholders. The rationale is that extreme cases, at some extent, are more helpful than average cases for understanding how process worked and which results have been obtained
 - Locations that have been identified as providing particular good practices or bringing out particular key issues as identified by the desk review and initial discussions.
 - Areas known to have high prevalence of child labour.
 - Locations next to and locations not so close to main roads
56. The national workshops will be attended by ILO-IPEC staff and key stakeholders (i.e. partners), including the donor as appropriate. These events will be an opportunity for the evaluation team to gather further data, to present the preliminary findings, conclusions and recommendations and to obtain feedback. These meetings will take place toward the end of the fieldwork in Accra (July 24th) and Abidjan (August 14th).
57. The evaluation team will be responsible for organizing the methodology of the workshops. The identification of the participants of the workshop and logistics will be the responsibility of the project team in consultation with the evaluation team leader
58. The team leader has the ultimate responsibility of the whole process. He/she will be responsible for drafting and finalizing the evaluation reports, with support from national consultants. Upon feedback from stakeholders to the draft report, the team leader will further be responsible for finalizing the report incorporating any comments deemed appropriate.
59. The evaluation will be carried out with the technical support of the IPEC-EIA section and with the logistical support of the programme offices in the two countries, in particular the main project office in Accra.
60. EIA will be responsible for consolidating the comments of stakeholders and submitting them to the team leader.
61. It is expected that the evaluation team will work to the highest evaluation standards and codes of conduct and follow the UN evaluation standards and norms.

The team responsibilities and profile

62. 1 Team leader (International consultant):

| Responsibilities | Profile |
|---|--|
| <ul style="list-style-type: none"> • Leading desk review of programme documents • Development of the evaluation instrument • Briefing with ILO/IPEC-EIA • Interviews with IPEC HQ officers, donor | <ul style="list-style-type: none"> • <u>Not have been involved in the project.</u> • Relevant background in social and/or economic development. • Experience in the design, management and evaluation of complex multinational development projects, in particular with policy level work, institutional building and local development projects as team leader and at the UN system or other international context as team leader • Experience in applied research will be an asset • Relevant sub-regional experience |

| Responsibilities | Profile |
|---|---|
| <ul style="list-style-type: none"> • Technical guidance to evaluation team members for the evaluation and for the sub study • Undertake country visits in Cote d'Ivoire and Ghana • Facilitate stakeholders' workshop in Cote d'Ivoire and Ghana • Draft evaluation reports • Final evaluation reports | <ul style="list-style-type: none"> • Experience in the area of children's and child labour issues and rights-based approaches in a normative framework and operational dimension are highly appreciated. • Experience at policy level and in the area of education and legal issues would also be appreciated. • Experience in the UN system or similar international development experience including preferably international and national development frameworks in particular UNDAF. • Fluency in English and French is essential • Experience facilitating workshops for evaluation findings. |

63. National consultants (one for Cote D'Ivoire and one for Ghana)

| Responsibilities | Profile |
|--|---|
| <ul style="list-style-type: none"> • Desk review of documents • Contribute to the development of the evaluation instrument • Organize and participate in interviews of stakeholders and field visits in the country • Co-facilitate stakeholders' workshop (under the international team member leadership) • Contribute to the evaluation report through systematizing data collected and providing analytical inputs • Others as required by the team leader | <ul style="list-style-type: none"> • No prior involvement with the project if possible • Relevant background in country social and/or economic development. • Experience in the design, management and evaluation of development projects, in particular with policy level work, institutional building and local development projects. • Relevant country experience, preferably prior working experience in child labour. • Experience in the area of children's and child labour issues and rights-based approaches in a normative framework are highly appreciated. • Experience facilitating workshops for evaluation findings. • Fluency in English or French (with English reading capacity) essential • Knowledge of local languages an asset • Experience in the UN system or similar international development experience desirable. |

64. In a separate ToRs, are presented the responsibilities and profile of the national consultants for Cote d'Ivoire and Ghana (one per country)

Evaluation Timetable and Schedule

65. The evaluation process will be implemented in June-August 2014.

The tentative timetable is as follows:

| Phase | Responsible Person | Tasks | No of days | | |
|-------|--|--|------------|-------|--------|
| | | | TL | NC Gh | NC Cdl |
| 1 | Evaluation team leader and evaluation team | <ul style="list-style-type: none"> ○ Briefing with ILO/IPEC-EIA ○ Desk Review of programme related documents ○ Briefing with the donor, ILO regional office and IPEC HQ ○ Input and supervision of work plan of the sub-study ○ Preparation of Inception report | 10 | 3 | 3 |
| 2 | Evaluation team | <ul style="list-style-type: none"> ○ Interviews with programme staff and partners ○ Field visits ○ Coordination with sub studies consultants | 38 | 17 | 17 |
| 3 | Evaluation team | <ul style="list-style-type: none"> ○ Workshops with key stakeholders in the 2 countries: sharing of preliminary findings and feedback from participants | 1 | 1 | 1 |

| Phase | Responsible Person | Tasks | No of days | | |
|--------------|------------------------|---|------------|-----------|-----------|
| | | | TL | NC Gh | NC Cdl |
| 4 | Evaluation team leader | o Draft (based on consultations from field visits, desk review and workshops, feedback to sub-studies consultants and integration of sub studies' findings) | 10 | 3 | 3 |
| 5 | EIA | o Circulate draft report to key stakeholders o Consolidate comments of stakeholders and send to team leader | 0 | 0 | 0 |
| 6 | Evaluation team leader | o Finalize the report including explanations for comments that were not included | 2 | 0 | 0 |
| TOTAL | | | 61 | 24 | 24 |

66. Summary schedule of consultants assignment

| Phase | Duration (days) | Dates |
|-------|-----------------|--|
| 1 | 10 | June 23 rd -July 4 th |
| 2-3 | 38 | July 7 th - 25 th (Ghana) July 27 th - Aug. 14 th (Cdl) |
| 4 | 10 | August 15 th -25 th |
| 5 | 14 | August 25 th -27 th |
| 6 | 2 | August 28 th -29 th |

67. Sources of Information and Consultations/Meetings

| | |
|--|---|
| Available at HQ and to be supplied by EIA | <ul style="list-style-type: none"> • Project document • EIA Guidelines and ILO guidelines |
| Available in project office and to be supplied by project management | <ul style="list-style-type: none"> • Progress reports/Status reports • Other studies and research undertaken • Action Programmes • Project files • National Action Plans • Baseline studies • Impact evaluation design |

Consultations with:

- Project management and staff
- ILO/HQ and regional backstopping officials
- Implementing government and non-governmental agencies
- Child labour programs in the country
- Social partners Employers' and Workers' groups
- Government stakeholders at country and district levels (e.g. representatives from Department Labour, Social Development, etc.)
- Policy makers
- CLMS officers and volunteers
- Direct beneficiaries, i.e. boys and girls (taking ethical consideration into account.)
- Parents of boys and girls
- Community members as identified by the project management and evaluation team leader
- USDOL
- US Embassy staff

Final Report Submission Procedure

68. The process for both reports is as follows:
- The evaluator will submit the draft report to ILO-IPEC/EIA in Geneva.
 - IPEC EIA will forward a copy to key stakeholders for comments on factual issues and for clarifications.
 - IPEC EIA will consolidate the comments and send these to the evaluator by date agreed between EIA and the evaluator or as soon as the comments are received from stakeholders.
 - The final report is submitted to ILO-IPEC/EIA who will then officially forward it to stakeholders, including the donor.

VI. Resources and Management

Resources

69. The resources required for this evaluation are:
- For the evaluation team leader:
 - Fees for an international consultant for 61 work days.
 - Fees for DSA in project locations.
 - Travel from consultant's home residence to Ghana and Cote d'Ivoire in line with ILO regulations and rules.
 - For the national consultant in Ghana, and Cote d'Ivoire:
 - Fees for 24 days.
 - Fees for local DSA in project location.
 - For the field phase in each of the two countries:
 - Local travel in-country supported by the project.
 - Stakeholders' workshops in Accra and Abidjan.

A detailed budget is available separately.

Management

70. The evaluation team will report to IPEC EIA in headquarters and should discuss any technical and methodological matters with EIA, should issues arise.
71. IPEC project officials and the ILO Office in Accra and Abidjan will provide administrative and logistical support during the evaluation mission.

Annex I: Suggested aspects to address

Design

- Determine the validity of the project design, the effectiveness of the methodologies and strategies employed and whether it assisted or hindered the achievement of the project's goals as set out in the Project Document.
- Assess whether the project design was logical and coherent:
 - Were the objectives and targets of the project clear, realistic and likely to be achieved within the established time schedule and with the allocated resources (including financial and human resources)?
 - Were the linkages between inputs, activities, outputs and objectives clear and logical?
 - Were the different components of the project clearly and realistically complementing each other?
- Assess whether the project design took into account the institutional arrangements, roles, capacity and commitment of stakeholders.
- Assess the external logic of the project: degree to which the project fits into existing mainstreaming activities that would impact on child labour.
- How well did the project design take into account local, national and sub-regional efforts already underway to address child labour and promote educational opportunities for targeted children and existing capacity to address these issues?
- Analyse whether available information on the socio-economic, cultural and political situation was taken into consideration at the time of the design and whether these were reflected in the design of the project.
- Has the project included a gender dimension?
- To what extent were external factors identified and assumptions identified at the time of design? Have these underlying assumptions on which the project has been based proven to be true?
- Assess whether the problems and needs were adequately analysed.
- Is the strategy for transferring models of intervention, promising practices, and lessons learned clearly defined in the Project Document?
- Was the strategy for sustainability of project results defined clearly at the design stage of the project?
- How relevant and useful are project indicators and means of verification for measuring project impacts and outcomes. Do they reflect the combined focus on direct action projects and mainstreaming activities?
- Does the project design fit within and complement existing initiatives by other organizations to combat child labour?

Effectiveness and efficiency of the project (Implementation of the process and achievement of objectives)

General

- Assess whether the project has achieved its immediate objectives. If not, what were the factors that contributed to the project delay and were they justifiable (i.e. shortened length of service)?
- Examine delivery of project outputs in terms of quality and quantity
- Assess the effectiveness of the project. In general, did the results obtained justify the costs incurred?
- How did project delays had implications in effectiveness in beneficiary services?
- Have unplanned outputs and results been identified and if so, why were they necessary and to what extent are significant to achieve project objectives?
- Assess the project's gender mainstreaming activities (including framework applied)
- How effective were the APs, and research and policy activities, and how are they contributing to the project meeting its immediate objectives?
- How was the capacity of the implementing agencies and other relevant partners to develop effective action against child labour enhanced as a result of project activities?

- How has the project responded to obstacles (both foreseen and unforeseen) that arose throughout the implementation process? Has the project team been able to adapt the implementation process in order to overcome these obstacles without hindering the effectiveness of the project?
- Have there been any changes to external factors and the related assumptions in design?
- Assess the process for documenting and disseminating models: scale-up, lessons, etc.

Enabling environment (Capacity Building)

- Analyse the level and nature of the project's contribution and support to the enabling environment at national and local levels.
- Assess how much has the project contributed to build the capacity of government agencies on the national and local levels to coordinate quality services to migrant workers?
- Examine any network that has been built between organizations and government agencies working to address child labour on the national state, and local levels.
- How effective has the project been at stimulating interest and participation in the project at the local, national and sub-regional levels?
- How effectively has the project leveraged resources (e.g., by collaborating with non-IPEC initiatives and other projects launched in support of the NAP process thus far)?
- Assess the relevance of the leveraged resources
- How well has the project coordinated and collaborated with other child-focused interventions supported by other organizations?
- How successful has the project been in mainstreaming the issue of child labour into on-going efforts in areas such as education and poverty reduction?
- How relevant and effective were the studies commissioned by the project in terms of affecting the national debates on child labour?
- Examine how the ILO/IPEC project interacted and possibly influenced national and regional level policies, debates and institutions working on child labour.
- Assess to what extent the planning, monitoring and evaluation tools have been promoted by the project for use at the state and national levels, such as national data collection and poverty monitoring or similar process (such as CLMS)
- Assess the extent to which the ILO/IPEC project has been able to mobilize resources, policies, projects, partners and activities to be part of the NAP.

Direct Targeted Action

- Assess the effectiveness of the different action projects implemented and their contribution to the immediate objectives of the project.
- Has the capacity of community local and national levels agencies and organizations been strengthened to plan, initiate, implement and evaluate actions to prevent and eliminate child labour?
- Has the entire target population been reached?
- What kinds of benefits have the target beneficiaries gained?
- How effective were the strategies implemented for child labour monitoring? Are the initiatives on child labour monitoring likely to be sustainable?
- Assess the criteria for selecting beneficiaries and implementing agencies for the projects
- Identify whether actions have been taken to ensure the access of girls, indigenous people, migrant children and other vulnerable groups to services and resources.
- In cases where the action programs link beneficiaries with existing programs, assess the value-added of the project's interventions.
- How effective are the projects in improving and diversifying livelihoods for parents and children above the legal minimum working age? (i.e. improving small producers' production techniques, diversifying their

sources of income, improving their marketing and business skills, improving access to agricultural and other inputs, supporting cooperative development, and supporting access to microfinance).

Potential impact

- Assess the major high level changes that the project has contributed towards the project development objective at national, and local levels
- Has the project generated unintended impacts on child labour prevention and elimination?

Relevance of the Project

- Examine whether the project responded to the real needs of the beneficiaries and stakeholders.
- Assess whether the problems and needs that gave rise to the project still exists or have changed.
- Assess validity of the project approach and strategies and its potential to be replicated and scaled up.
- Assess the appropriateness of the sectors/target groups and locations chosen to develop the projects based on the finding of baseline surveys.
- How is this project supporting and contributing towards the formulation of a NAP?
- How did the strategy used in this project fit in with the national education, agriculture and anti-poverty efforts, and interventions carried out by other organizations (including national and international organizations)?
- How is this project contributing to the DWCP?

Sustainability

- Examine if outcomes would last after project, based on the phase out strategy implemented.
- Assess to what extent a phase out strategy has been defined and planned and what steps have been taken to ensure sustainability (e.g. government involvement).
- Assess whether these strategies had been articulated/explained to stakeholders.
- Assess what contributions the project has made in strengthening the capacity and knowledge of national and local stakeholders (government and implementing agencies) and to encourage ownership of the project to partners.
- Assess project success in leveraging resources for on-going and continuing efforts to prevent and eliminate child labour towards the formulation of a NAP.
- Analyse the level of private sector / employers' organizations support towards a NAP, paying specific attention to how these groups participated in project activities.
- Assess the degree to which the project has worked with a gender perspective, reflected in project design and implementation, with focus on sustainability of project outcomes.

Specific Aspects to be addressed:

General

- What has been the answer to and progress in applying the Mid-term PIR recommendations? Were midterm project implementation recommendations implemented in a timely and appropriate fashion?
- Assess knowledge sharing effectiveness between the two project countries?
- To what extent did the project collaborate with both governments? Were collaborations appropriate, effective, and did they fit under the national action plan?
- How did the project integrate with other projects ILO-IPEC programs and what did this contribute to the overall effectiveness of the project and of the other projects?

- Assess the validity of the agreed ToC at the beginning of the project and the utilization of a ToC to guide the project implementation in terms of contributing to better results (i.e. ownership of project implementation and project results)
- Are the Community Action Plans (CAPs) and the District Medium Term Development Plans effective means to mainstream CL in local institutions and promote ownership and sustainable strategies to deal with CL?
- Has the project coordinated with the related Harkin-Engel industry projects towards a coherent approach to significantly reducing the worst forms of child labour in cocoa growing areas, in order to promote a coordinated sector wide approach by industry, grounded in ILO principles and in support of the NPAs of Cote d'Ivoire and Ghana?

School-kits

- Assess the validity of the school kit as a strategic intervention for elimination of CL within a CL elimination strategy, in particular as part of the education component. Is it sustainable beyond the project life?
- Were the schools-kits purchased based on research-based evidence through individual needs assessments showing school kits were needed for each child?
- Assess the package of goods delivered. Was it appropriate? How were the school-kit used?
- Is the strategy implemented for its distribution a replicable/scalable model for the government?

Support to CLMS

- Were CLMS pilots effective in achieving their outcomes?
- How has the project contributed to strengthen the CLMS at community, local and national level?
- Have CLMS different actors in the whole spectrum (i.e. CL Committees, government productive sectors, MoL representatives, national actors, etc.) increased integration among the various levels of action (i.e. community, district and national)
- Has the project support been appropriate under for the context of implementation?
- What are remaining gaps and bottlenecks to address in each country's CLMS efforts?
- Is the CLMS strategy, supported by the project in each country, sustainable? Are there human and financial capacities enough for implementation of CLMS in each country?
- Which further issues are worth documenting from project experience in CLMS as a basis for replication and/or scaling-up?
- Identify key lessons learned from project experience in innovative manners of supporting the CLMS under an IABA.

Livelihoods

Note: while this component will be addressed in more detail by the sub study, some central points are expected to be covered in the evaluation exercise.

- Have the length of the project been enough for significant changes in households' livelihoods (i.e. diversification of income generation, enrolment of children at school reduction or elimination of CL, etc.)
- What is the perception of stakeholders, disaggregated, at least, by men and women at HHs and community and district authorities and officers) on the livelihoods activities promoted effectiveness and sustainability?
- Identify key factors that contributed to and that hindered the success of the livelihood component

Annex II: Project objectives and outputs

| |
|--|
| Development objective: To accelerate progress in the elimination of child labour, with a focus on its worst forms, in cocoa growing communities in Cote d'Ivoire and Ghana |
| Immediate Objective 1: By the end of the project target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour in their communities. |
| Output 1.1: Target communities sensitized through information, dialogue and analysis concerning children's work and education |
| Output 1.2: Support for the development, implementation, monitoring and evaluation of Community Action Plans (CAPs) |
| Output 1.3: Support for advocacy: (i) for the implementation of CAPs (ii) for the implementation of national policies and programmes supporting child rights and child protection |
| Immediate objective 2: By the end of the project boys and girls in cocoa growing communities will have improved access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school |
| Output 2.1: Withdrawal and prevention of children, including children of migrants and share-croppers, from child labour through expanded alternative/ accelerated/ transitional/supplementary/ formal/non-formal/vocational/ direct educational services |
| Output 2.2: Coordination to promote improved school infrastructure (including access to potable water) and more school feeding programmes. |
| Output 2.3: Implementation of appropriate strategies to increase numbers of trained male and female primary school teachers working in cocoa growing communities |
| Output 2.4: Training for appropriate school governance structures, including SMCs and CGSs, to enhance local governance and community input to and oversight of primary school management. |
| Output 2.5: Research, support for and promotion of TVET opportunities, including model farm schools/Junior FFS |
| Output 2.6: Implementation of strategies to encourage a more positive image of agriculture through understanding of its potential as a career choice |
| Immediate objective 3: By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods |
| Output 3.1: Research and implementation of strategies for improved cocoa productivity among target households, including FFS |
| Output 3.2: Research and implementation of strategies to promote youth and adult literacy and numeracy among target households |
| Output 3.3: Strategies for increased workplace safety including worksite protection, particularly for children above the minimum age for work |
| Output 3.4: Research and implementation of appropriate micro-finance, savings, skills training and entrepreneurship strategies for target households |
| Output 3.5: Support for community –based cooperative /local trade unions support organizations to enable farmers and migrant and other labourers to become organised and act through trade unions and cooperatives to tackle poverty, decent work deficits and other root causes of child labour |

Immediate objective 4: By the end of the project national capacity to deploy an appropriate CLMS framework to measure progress towards the elimination of child labour through an IAB approach will be improved.

Output 4.1: Assessment of strengths and weakness of the current operation of the CLMS

Output 4.2: Strengthened pilot CLMS in operation

Immediate objective 5: By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced.

Output 5.1: Employers' and workers' organizations identify and implement strategies to promote major stakeholder (including government and industry) adherence, application and implementation of rights-based approaches and commitments to eliminating child labour.

Output 5.2: Systematic skills/needs assessment of ILO constituents as potential implementers and/or implementing partners for interventions

Output 5.3: Capacity building of employers' and workers' organizations to plan, coordinate and deliver appropriate support to interventions

Output 5.4: Capacity building (Labour Ministries and education and agriculture public services) so that the Governments of Ghana and Cote d'Ivoire are better able to fulfil commitments to eliminating child labour at national and local levels.

Annex III: Mid-term project implementation review recommendations

1. To IPEC and USDOL:

1. If the project cannot be significantly extended, explore and support all possibilities to enable direct action activities to be effectively implemented and the project's education and livelihoods related objectives to be met. Some such possibilities mentioned during the PIR include the speedy conclusion of the budget review process and making appropriate IPEC training resources available to the project team.

2. To IPEC:

1. Review project start up procedures to avoid undue delays and reduction in the time available for project implementation
2. Include more details in project documents of how the underlying approach to eliminating child labour needs to be reflected through the implementation of clearly defined strategies
3. Encourage greater consistency and communication between project design teams and project implementing teams.
4. Review channels of communication to avoid project delays due to multi-level decision making procedures
5. For future projects ensure that implementing agencies that will be working in the same communities over the same period with related objectives design their Action Programmes together so that they complement each other.

3. To the project team and implementing agencies:

1. Review AP objectives and activities to see if they can be implemented within the time available. If not, make appropriate changes so that objectives are achievable through the proposed activities.
2. Identify any areas related to livelihoods and education initiatives where you would like more specialist advice and input, and ask the project to assist in providing this as necessary.
3. Ensure that strategies are in place for supporting any direct beneficiaries who will not complete their cycle of training before the project end date and prepare those involved for this responsibility before the project ends.
4. Ensure that post-project strategies are in place to offer appropriate support to families involved in CCP livelihood initiatives.

4. To social partner stakeholders:

1. Communicate regularly with the project team – do not wait for them to come to you if you have something to say! Appreciate their work, don't expect them to be perfect and let them know how best to help you build capacity to deliver services to combat child labour.

Annex C: Field work agendas

Ghana

| | | Focal Persons/Officials | Time | Location/Venue |
|---|---|---|-----------------|--------------------------------|
| Sunday July 6 | Arrival to Accra: 21.45h | | | |
| ILO-IPEC: | | | | |
| Monday July 7 | Project CTA | Stephen McClelland | 9:00-10:00am | ILO Office, Accra |
| | Project Staff (CCP, PPP, ECOWAS I & II Staff) | <ul style="list-style-type: none"> - Honore Semien Boua-Bi (IPM-CCP) - Maria Vasquez (IPM-PPP) - Lalaina Razafindrakoto (IPM, ECOWAS II) - Stella Dzator (NPO-CCP) - Daniel Chachu (NPO/M&E-CCP) - Emmanuel Kwame Mensah (PO-ECOWAS I&II) - Joseph Nabin (FC-CCP:Twifo) - Charity Doodoo (FC-CCP: Wassa) - Grace Boakye Yiadom (FC-CCP: Suhum and Birim South) | 10:10-11:10am | |
| | ILO staff related to the project (CTA, IPM, NPO, M&E, 3 Field Coordinators) | <ul style="list-style-type: none"> - Honore Semien Boua-Bi - Stella Dzator - Daniel Chachu - Joseph Nabin - Charity Doodoo - Grace Boakye Yiadom | 11:20am-12:30pm | |
| | Lunch Break | - N/A | 12:30-1:30pm | |
| | ILO staff related to the project (CTA, IPM, NPO, M&E, 3 Field Coordinators) | - Same as the above | 1:30-4:00pm | |
| | Country Office Director | Akua Ofori-Asumadu | 4:10-4:40pm | |
| National Partners/Government Implementing Agencies | | | | |
| Tuesday July 8 | Ministry of Employment and Labour Relations | <ul style="list-style-type: none"> - Chief Director - Claude Ewa (Child Labour Focal Person) 0264629909 - Kenneth Mamudu (Ag. Prog. Manager, NPECLC): 0264-140515 - Issa Mushin (Labour Officer, EIB) | 9:00-10:15am | Conference Room (MELRs), Accra |
| | Ministry of Gender, Children and Social Protection (Mawutor Ablo, | <ul style="list-style-type: none"> - Mr. Mawutor Ablo (Director-Social Protection) - Victoria Natsu - Clark Nuyoru | 10:30-11:15am | Conference Room (MGCSP), Accra |

| | | Focal Persons/Officials | Time | Location/Venue |
|---|---|---|-----------------|--|
| | Ghana Education Service (Ministry of Education) | - Stephen Adu (Director, Basic Education) - Richard Ayitey (Child Labour Focal Person) - Fred (Responsible for Complementary Basic Education) | 11:30am-12:30pm | GES, Basic Education Director's Office, Accra |
| | Lunch Break | - N/A | 12:30-1:30pm | |
| | Non-Formal Education Division (Ministry of Education) | - Charles Afari (Director) - Michael Akita (Child Labour Focal Person) - George Bentil - Susan Bedie | 1:30-2:30pm | Conference Room, NFED, Accra |
| | Directorate of Agriculture Extensions Services | - Director of DAES - Theophilus Osei Owusu - Muniru Shaibu | 2:45-3:30pm | Director's Office/Conference Room, DAES, Accra |
| | Cocoa Extensions Services of Ghana COCOBOD | - Director of CSSVDCU - William Wiafe-Extensions - Rosemond Owusu-Sarfo | 3:45-4:30pm | Director's Office, CSSVDCU, Accra |
| Employers' and Workers' Organisations | | | | |
| Wednesday July 9 | Ghana Employers' Association (GEA) | - Executive Director - Charles Asante Bempong (Child Labour Focal Person) | 9:00-10:00am | |
| | Trades Union Congress of Ghana (TUCG) | - Kofi Asamoah (Secretary General) - Alberta Laryea-Djan (Head, International Desk) - Andrews Tagoe (GAWU, Head of Programmes) - George K. Mude (Public Affairs Director) | 10:15-11:00am | Secretary General's Office, TUCG, Accra |
| | General Agricultural Workers' Union of TUCG | - Kingsely Ofei-Nkansah (General Secretary) - Edward Kareweh (Dep. General Secretary) - Andrews Tagoe (Head of Programmes) - Pascal Kaba - Anthony Boakye (Western Regional Director in charge of Wassah) - Appiah Adjei Yeboah (Project Officers) | 11:15-1:00pm | General Secretary's Office, GAWU, Accra |
| | Lunch Break | - N/A | 1:00-2:00pm | |
| | Ghana National Association of Teachers (General Secretary, Jacob Anderson and Thomas Musah) | - Ag. General Secretary - Jacob Anderson (Head of Education and Training) - Thomas Musah (Child Labour Focal Person) | 2:00-3:00pm | General Secretary's Office, GNAT Hall, Accra |
| Other Implementing Partners (Non-Governmental) | | | | |
| Thursday July 10 | Child Rights International (CRI) | - Bright Appiah (Executive Director, CRI) - Charles Ofosu (Project Coordinator, CRI) 0 | 9:30-1:00pm | ILO Conference Room, Accra |

| | | Focal Persons/Officials | Time | Location/Venue |
|---|---|--|----------------|-----------------------------|
| | Child Aid and Youth Development Network (CAYDNET) Development Fortress Association (DFA) Global Responses Initiative (GLORI) | - Justice Archer (Technical Director, CAYDNET) - Augustus Asare (Project Coordinator, CAYDNET) - Alfreda Opoku (Executive Director, DFA) - Janet (Project Coordinator, DFA) - Tsui Avotri (Executive Director, GLORI) - Sid Amponsah (Project Coordinator, GLORI) | | |
| | Lunch Break | - N/A | 1:00-2:00pm | |
| | International Cocoa Initiative (ICI) | - Bernice Sam (Programme Manager) - Isadore Armah (Project Coordinator) - Prince Gyamfi (Programme Officer) - Martin Kofi Acheampong (Field Officer) Frank Osei Kofi (Field Officer) | 2:30:00-4:00am | ICI Conference Room, Accra |
| Child labour programs in the country | | | | |
| Friday July 11 | ILO/IPEC-ECOWAS 1&II and Public Private Partnership Project (PPP) Projects | - Maria Jaoaz Vasquez (IPM, ILO/IPEC-PPP) - Lalaina Razafindrakoto (IPM, ECOWAS II) - Emmanuel Kwame Mensah (PO-ECOWAS I&II) | 9:00-10:00am | Maria's Office, ILO, Accra |
| | Mondelez Int. Cocoa Life | - Yaa Peprah Amekudzi (Programme Manager) - Sarah (Project Officer) - Matilda Nyantekyi-Broni - Wilberforce Amoh | 10:30-11:30pm | Cocoa Life Office, Accra |
| | Lunch Break | - N/A | 12:1:00pm | |
| | World Cocoa Foundation | - Kodzo Korch Korkortsi (Education Specialist) | 1:30-2:30pm | WCF Office, Accra |
| Field Visits & Interviews with: | | | | |
| Sunday, 13 th July | Travel to Wassa | | | |
| Monday July 14 | Meetings Government stakeholders at district and local levels Beneficiaries (Children and Families) Schools CLMS officers and volunteers Community members | - Courtesy call on DCE, DCD and Planning Officer (Amenfi Central) | 8:30-9:00am | Hon. DCE's Office |
| | | - Courtesy call on DCE, DCD and Planning Officer (Amenfi West) | 9:30:10:00am | Hon. DCE's Office |
| | | - Brief Introduction Role and achievement: IAs and DCPC(GLORI, NBSSI, GES, NFED, COCOBOD, Departs. of Cooperative, MoFA, Labour, | 10:10-12:00am | Amenfi West Conference Room |
| | | - Visit to Yirase: Interaction with schools and beneficiary children | 12:20-2:00pm | |
| | | - Lunch | 2:00-3:00pm | |
| | | - Visit to Yirase: Interaction with beneficiary families, Opinion leaders, CCPCs/CAPs Implementation Teams | 3:20-5:00pm | Yirase |

| | | Focal Persons/Officials | Time | Location/Venue |
|---------------------------------|--|---|---------------|--------------------------|
| Tuesday July 15 | | - Visit to Aboi Nkwanta: Interaction with beneficiary children and school authorities | 8:30-10:30am | Aboi Nkwanta |
| | | - Aboi Nkwanta: Interaction with beneficiary families, Opinion leaders, CCPCs, GAWU, CAPs Implementation Teams | 10:30-12:30pm | |
| | | - Lunch | 12:45-1:45pm | |
| | | - Nwansema Camp: Interaction with beneficiary children and families, CCPCs/CAPs, GAWU, Implementation Teams, Opinion | 2:45-4:30pm | |
| Wednesday July 16 | | - Nwansema Camp: Interaction with school authorities | 8:30-11:00am | |
| | | - Travel to Birim South District | 12:30 | |
| Thursday July 17 | | - Courtesy call on DCE, DCD and Planning Officer (Amenfi Central) | 8:30-9:00am | Hon. DCE's Office |
| | | - Brief Introduction Role and achievement: IAs and DCPC(GLORI, NBSSI, GES, NFED, COCOBOD, Departs. of Cooperative and Community Development, MoFA, Labour, Social Welfare | 9:00-11:00am | District Conference Room |
| | | - Visit to Nyankomase: Interaction with beneficiary children and school authorities | 11:30-1:00pm | |
| | | - Lunch | 1:00-2:00pm | |
| | | - Nyankomase: Interaction with beneficiary families, CCPCs. GAWU, CAPs Implementation Teams, Opinion leaders | 2:00-4:30pm | |
| Friday July 18 | | - Visit to Akosombo/ Anyinabirem: Interaction with beneficiary children and school authorities | 8:30-10:00am | |
| | | - Akosombo/Anyinabirem: Interaction with beneficiary families, CCPCs. GAWU, CAPs Implementation Teams, Opinion leaders | 10:00-12:00pm | |
| | | - Visit to Oforikrom/Aboabo: Interaction with beneficiary children and school authorities | 12:30-2:00pm | |
| | | - Lunch | 2:00-3:00pm | |
| | | - Oforikrom/Aboabo: Interaction with beneficiary families, CCPCs. GAWU, CAPs Implementation Teams, Opinion leaders | 3:00-4:30pm | |
| Saturday, 19 th July | | - Visit to Kroboase: Interaction with beneficiary families, CCPCs. GAWU, CAPs Implementation Teams, Opinion leaders | 8:30-10:30am | |
| | | - Travel back to Accra | 10:30am | |

| | | Focal Persons/Officials | Time | Location/Venue |
|--------------------------|--|--|--------------|----------------|
| Policy makers | | | | |
| Monday July 21 | - US Embassy | - Focal Person | 9:00-11:00am | |
| | - Parliamentary Select Committee on Employment, Social Welfare and State Enterprises | - Hon. Joseph Amenowode and other members (Chairman) | 11:30-1:30pm | |
| | - Lunch | | 1:30-2:30pm | |
| | - National Development Planning Commission (NDPC) | - Mary Mpereh - Jerry Odotei | 2:30-3:30pm | |
| Tuesday July 22 | Child Labour Unit of the Labour Department | - Eugene Korletey (Ag. Chief Labour Officer) - Elizabeth Akanbowire (Child Labour Unit): - Mr. Anthony Awotwe0244-818278 - Issa Mushin | 9:00-10:30am | |
| Wednesday July 23 | Workshop preparation | | | |
| Thursday July 24 | Stakeholders Workshop | | | |
| Friday July 25 | ILO-IPEC: Debriefing - Project CTA - Project Staff | - Stephen McClelland, CTA - Honore Semien Boua-Bi (IPM-CCP) - Maria Vasquez (IPM-PPP) - Lalaina Razafindrakoto (IPM, ECOWAS II) - Stella Dzator (NPO-CCP) - Daniel Chachu (NPO/M&E-CCP) - Emmanuel Kwame Mensah (PO-ECOWAS I&II) - Joseph Nabin (FC-CCP:Twifo) - Charity Doodoo (FC-CCP: Wassa) - Grace Boakye Yiadom (FC-CCP: Suhum and Birim South) | 9:00-11:30am | |
| Saturday July 26 | Depart to Abidjan | | | |

Côte d'Ivoire

| Equipe Dates | Equipe A (EFE) Team Leader* | Equipe B (livelihood) National Consultant 2* |
|------------------------------------|---|---|
| Samedi 26 juillet 2014 | <i>Arrivée du consultant principal RAFAEL MUÑOZ</i> | |
| Lundi 28 juillet 2014 | | |
| Mardi 29 juillet 2014 | <i>8h30-10h : Séance de travail avec le BIT, le Staff IPEC et l'équipe du projet 10h-12h : Séance de travail avec le CIM (DLTE), *(à confirmer)</i> <i>15h-16h : séance de travail avec le CNS</i> <i>17h-18h : séance de travail avec le Ministre du travail*(à confirmer)</i> | |
| Mercredi 30 juillet 2014 | <i>8h30-10h : Séance de travail avec le Staff IPEC et l'équipe du projet</i> <i>10h-13h : Rencontre avec les organisations de travailleurs (UGTCI, FESACI, MIDD, INTERSYNDICALE)</i> | <i>10h : Départ équipe B d'Abidjan pour SOUBRE (M.KAPIE+NPO+driver 2)</i> |
| Jeudi 31 juillet 2014 | <i>9h-13h : Rencontre avec les organisations d'employeurs CGECI, FIPME</i> | 9h-16h : Visite communauté 1 (Kangagui) |
| Vendredi 1 ^{er} août 2014 | <i>9h-13h : Rencontre avec les partenaires sociaux d'IPEC en RCI (AE, ONG, WCF, ICI)</i> | 9h-16h : Visite communauté 2 (Oupagui) |
| Samedi 2 août 2014 | | <i>10h : Départ pour ISSIA</i> |
| Dimanche 3 août 2014 | <i>10h: Départ d'Abidjan pour DAOUKRO Equipe A (Team leader+NC+IPM+Driver 1)</i> | 9h-16h : Visite communauté 1 (Bissagué) |
| Lundi 4 août 2014 | 9h-11h : réunion avec les autorités d'Ouéllé et les partenaires locaux 11h30-14h : Visite communauté 1 (Kodiakro) | 9h-16h : Visite communauté 2 (Balahio) |
| | 15h-17h30 : Visite communauté 2 (Ebinikouadiokro) | |
| Mardi 5 août 2014 | <i>10h : Départ pour ISSIA</i> | <i>8h : Départ pour BOUAFLE</i> |
| | | 9h30-16h30 : Visite communauté 1 (Zaguiéta) |
| Mercredi 6 août 2014 | 8h30-10h30 : réunion avec les autorités d'Issia et les partenaires locaux 11h30-14h : Visite communauté 1 (Ouandia) | 9h-16h : Visite communauté 2 (Dianoufla) |

| | | |
|-----------------------|--|--|
| | 15h-17h30 : Visite communauté 2 (Borotapia) | |
| Jeudi 7 août 2014 | 10h : Départ pour SOUBRE | 10h : Départ pour DAOUKRO |
| Vendredi 8 août 2014 | 9h-11h : réunion avec les autorités de Soubré et les partenaires locaux 11h30-14h : Visite communauté 1 (Kangagui) | 9h-16h : Visite communauté 1 (Kodi) |
| | 15h-17h30 : Visite communauté 2 (Oupagui) | |
| Samedi 9 août 2014 | 10h : Retour sur Abidjan | 9h-16h : Visite communauté 2 (Konian kouamekro) |
| Dimanche 10 août 2014 | | 10h : Retour sur Abidjan |
| Lundi 11 août 2014 | 10h : Séance de travail avec ambassade des Etats-Unis Abidjan | |
| Mardi 12 août 2014 | 9h-13h : Débriefing avec staff IPEC/équipe de projet | |
| Mercredi 13 août 2014 | 9h-16h : Préparation de l'atelier des parties prenantes | |
| Jeudi 14 août 2014 | 9h-17h : Atelier des parties prenantes | |
| Vendredi 15 août 2014 | Départ pour Madrid | |

Annex D: List of persons interviewed

| INCEPTION PHASE | | |
|-----------------|--------------|---|
| Person | Organisation | Position/Department |
| Herve Berger | ILO | Operations manager |
| Simon Steyne | ILO | Social Dialogue and Partnership Head |
| Alexandre Soho | ILO | Senior Programme and Operations Officer(GOVERNANCE - FPRW/IPEC) |
| Peter Wichmand | ILO | IPEC Evaluation and Impact Assessment section |
| Ricardo Furman | ILO | IPEC Evaluation and Impact Assessment section |
| Jacob de Hoop | ILO | UCW |
| Tanya Rasa | USDOL | ILAB |
| Mary Francis | USDOL | ILAB |
| Margaret Hower | USDOL | ILAB |

| GHANA | | |
|------------------------|---|---------------------------|
| Person | Organisation | Position |
| STEPHEN McClelland | ILO/IPEC | CTA |
| Stella Dzator | ILO/IPEC | CCP NPO |
| Daniel Chachu | ILO/IPEC | CCP M&E Officer |
| Maria Vasquez | ILO/IPEC | PPP NPO |
| Lalaina Razafindrakoto | ILO/IPEC | IPM, ECOWAS II |
| Emmanuel Kwame Mensah | ILO/IPEC | (PO-ECOWAS I&II |
| Joseph Nabin, | ILO/IPEC | Field Coordinator |
| Charity Doodoo, | ILO/IPEC | Field Coordinator |
| Grace Boakye Yiadom, | ILO/IPEC | Field Coordinator |
| Issa Mushin | Ministry of Employment and Labour Relations | Labour Officer |
| Richard Ayitey | Ghana Education Service | Child Labour Focal person |
| Charles Afari | Non Formal Education Division (Ministry Of Education) | Director |
| Michael Akita | Non Formal Education Division (Ministry Of Education) | Child Labour Focal Person |
| George Bentil | Non Formal Education Division (Ministry Of Education) | Assistant Director |
| Susan Bedie | Non Formal Education Division (Ministry Of Education) | Assistant Director |
| Theophilus Osei Owusu | Agric Extension Services (Ministry of Agriculture) | Director |
| Muniru Shaibu | Agric Extension Services (Ministry of Agriculture) | Child Labour Focal Person |
| William Wiafe | Cocoa Extension Services of COCOBOD | Director |
| Rosemond Owusu Sarfo | Cocoa Extension Services of COCOBOD | Assistant Director (|
| Charles Asante Bempong | Ghana Employers Association | Child Labour Focal Person |
| Alberta Laryea | Trades Union Congress | Head, International Desk |
| George K Mude | Trades Union Congress | Public Affairs Director |
| Edward Kareweh | General Agricultural Workers Union | Deputy General Secretary |
| Godwin Juker | General Agricultural Workers Union | Finance Officer |

| GHANA | | |
|--------------------------------------|--|--------------------------------|
| Person | Organisation | Position |
| Bashiatu | General Agricultural Workers Union | Gender officer |
| Pascal Kaba | General Agricultural Workers Union | Project Officer |
| Anthony Boakye | General Agricultural Workers Union | Western Region Director |
| Appiah Adjei Yeboah | General Agricultural Workers Union | Project Officer |
| Jacob Anderson | Ghana National Association of Teachers | Head of Education and Training |
| Thomas Musah | Ghana National Association of Teachers | Child Labour Focal Person |
| Bright Appiah | Child Rights International | Executive Director |
| Charles Ofosu | Child Rights International | Project Coordinator |
| Justice Archer | Child Aid and Youth Development Network (CAYDNET) | Technical Director |
| Augustus Asare | Child Aid and Youth Development Network (CAYDNET) | Project Coordinator |
| Alfreda Opoku | Development Fortress Association | Executive Director |
| Janet Okyere Brako | Development Fortress Association | Project Coordinator |
| Tsui Avotri | Global Response initiative | Executive Director |
| Sid Amponsah | Global Response initiative | Project Coordinator |
| Yaa Peparh Amekudzi | Mondelez Int. Cocoa Life | Programmes Manager |
| Mathilda Nyantekyi Broni | Mondelez Int. Cocoa Life | Deputy Programmes Manager |
| Bernice Sam | International Cocoa Initiative | Programme Manager |
| Isadore Armah | International Cocoa Initiative | Project Coordinator |
| Prince Gyamfi | International Cocoa Initiative | Programme Officer |
| Martin Acheampong | International Cocoa Initiative | Field Officer |
| Frank Osei Kofi | International Cocoa Initiative | Field officer |
| Hon. Joseph Amenowode and colleagues | Parliamentary Committee on Employment and Social Welfare | Chairman and Committee Members |
| Mary Mpereh | National Development Planning Commission | Director |
| Eugene Korletey | Labour Department | Chief Labour officer |
| Elizabeth Akanbowire | Labour Department | Head Child labour Unit |
| Zanabu Williams | US Embassy | Political officer |

| COTE D IVOIRE | | |
|----------------------|-------------------|---|
| Person | Organisation | Position |
| BOUA Bi Honoré | BIT | Directeur International |
| Laurent GUITTEY | BIT | Chargé de programme IPEC-CCP |
| OUATTARA Gervais | BIT | Chargé de Programme IPEC-PPP |
| Kristen GRAUER | Ambassade des USA | Premier Secrétaire section Politique et Economique |
| Kara BABROWSKI | Ambassade des USA | Deuxième Secrétaire section Politique et Economique |
| Christopher CAMPBELL | Ambassade des USA | Premier Secrétaire section Politique et Economique |
| Dr GUETTIA Martin | DLTE | Directeur |
| Dr Jérôme SON | CNS | Conseiller Technique |
| AMANY Konan | CNS | Consultant PLTE |
| KOUADIO Clément | SDEF-Afrique | Chef de projet |
| NIAOUE Antoine | ANADER - Issia | Chef de Zone par Intérim |
| N'DRAMAN Kouassi | ANADER - Daoukro | Chef de zone |
| RABET Jean Claude | INTERSYNDICALE | Président |

| COTE D'IVOIRE | | |
|--------------------------|---------------------------|-----------------------------------|
| Person | Organisation | Position |
| KONAN Tapé Patrice | MIDD | Responsable formation - éducation |
| KOUADIO Armand | CNDD PCCI | Directeur |
| ZAHI Bonfils | CNDD PCCI | PCA |
| KOFFI Yao | CSL Dignité | Représentant |
| Dr DIABY Nissoiti | UGPCCI | Directeur |
| KOFFI Serge | UGPCCI | Assistant de Projet |
| KOBE N'zoré Marie Jeanne | UGTCI | Assistant de Projet |
| YAO Alice | FIPME | Représentant |
| N'DA Kouadio Jérôme | OPMECI | Président |
| SYLLA Korotoum | OPMECI | Représentant |
| ABY Roméo Maturin | OPMCI | Représentant |
| KADJA Anastasie | CGECI | Représentant |
| KONAN Joseph | CLV - Ebinikouadiokro | Secrétaire General |
| YAO Kouassi Maurice | CLV - Ebinikouadiokro | Animateur |
| KADJO Nanou Emile | SAAENF | Chef de Projet |
| KONE Niamien | SAAENF | Membre |
| KONE KokoSiaka | SOSTECI | Membre |
| GBANA Gnaly Alexis | SOSTECI | Coordonnateur |
| Dr N'CHO Hugues | ONG FSL | Membre |
| AMOKOU Danatien | ICI | Membre |
| ALLATIN Ernest | ICI | Membre |
| IRIE Bi Djé | ONG 2A | Membre |
| YOBOUE Franck Olivier | Association PETIT KOUAKOU | Membre |
| LOBE Judith | SDEF- Afrique | Membre |
| AMANI Michel | PNDC/INS - SOSTECI | Représentant |
| N'DOLI oi N'doli | ANADER - Soubré | Chef de zone |
| KRAMO Mireille | MINAGRI- DCR | Sous-Directeur |
| BRONI Reine Laure | SOSTECI | Assistante Financier |
| Yvette Celine ASSI | Ministère de l'éducation | Inspectrice d'Education |
| N'GUESSAN Jérôme | Ministère de l'Intérieur | Sous-Directeur LTEDJ |
| OUFFOUET Raïssa | DLTE | Représentant |
| TANO Agnes | DLTE | Représentant |
| BAGOUE Diei Alice | DLTE | Assistante/ Agent Financier |
| KONE Issa | DPE/MSFFE | Représentant |
| GBESSE Yessoh Marius | ICI | Représentant |
| Mme SERI Marie-angele | SOUS-PREFECTURE - OUELLE | Sous-Préfet |
| OURA Severin | SAA/DRENET - Daoukro | Représentant |
| KOFFI KouassiDidié | MSFFE- Daoukro | Représentant |
| YAO N'dri Sylvie | MSFFE- Daoukro | Représentant |
| TANOY Sylvanus | MENET- Daoukro | Directeur d'Ecole |
| KOUAKOU Koffi | Ebinikouadiokro | Président des jeunes |
| SEHI Bi Olivier | BIT | Coordonnateur de terrain Daoukro |
| HILI daba Paul | MSFFE | Directeur Régional Daoukro |
| BAHOU Zonpeho Jean-Bap. | ANADER | TSE |
| YAO Effet | MSFFE | Représentant |
| KOMENAN Kra | CLV - Kodiakro | Comptable |
| N'ZI Kouamé patrice | CLV - Kodiakro | Bénéficiaire AGR |
| N'ZI Koffi Augustin | CLV - Kodiakro | Bénéficiaire AGR |
| BOUSSOU Koffi Blaise | CLV - Kodiakro | Président |
| N'ZUE Hubert | CLV - Kodiakro | Membre |
| KOFFI Kouamé Aimé | CLV - Kodiakro | Membre |
| YAO Ahou Antoinette | CLV - Kodiakro | Bénéficiaire AGR |

| COTE D'IVOIRE | | |
|--------------------------|------------------------------------|--------------------------------------|
| Person | Organisation | Position |
| N'ZI kouakou | CLV - Kodiakro | Secrétaire |
| DOUHA Nicola | ICI- Issia | Agent d'Appui |
| Noel N'GANZA | Complexesocio-educatif /Issia | Directeur |
| KOUADIO Bah Paulin | Direction Jeunesse, Sport, loisirs | Chef de Service |
| KOFFI Yao Richard | DRENET / Issia | SAEEP |
| M'BRA Amany | SDEF- Afrique | Assistant Administratif et Financier |
| Mme BEHIBO Edith | SDEF - Afrique | Secrétaire General |
| Mme ZERBO Sophie | SDEF-Afrique | Trésorière Générale |
| NAHOUNOU Gilles | SDEF - Afrique | Agent de Projet |
| KOFFI Victor | BIT | Coordonnateur de terrain CCP/Issia |
| GOLLY Assouaga | Préfecture Issia | SGP |
| EHIMAN N'Guessan | Préfecture Issia | Chef Cab |
| POHE Hénoch | DENET | Inspecteur Enseignement primaire |
| BINI Kouakou Sylvestre | Ministère de l'Emploi | Directeur Régional du Travail |
| OUATTARA Maferima | Inspection du travail - Daloa | Inspecteur du travail |
| BLEHI Oula Paul | AIP | Correspondant |
| CHERIF Kanvaly | Radio locale « la voix du rocher » | Animateur |
| KOUASSI Affoué | CLV - Ouandia | Elève de CM2, bénéficiaire |
| KIPRE Gohou | CLV - Ouandia | Présidente AGR |
| YORO Hortense | CLV - Ouandia | Chargée de mobilisation |
| NAKI Claude | CLV - Ouandia | Bénéficiaire |
| DIGBEU Groguhe | CLV - Ouandia | Secrétaire Général |
| SERI Jean Florent | CLV - Ouandia | Trésorier Général |
| YRE Loue Jean-Christophe | CLV - Ouandia | Président |
| KOUASSI Konan Jacques | CLV - Ouandia | Vice-président |
| DOUHA N'guessan Nicola | ICI | Agent d'Appui |
| TOH Pouame Astrid | CLV - Borotapia | Moniteur |
| ZADI Bernard | CLV - Borotapia | Président |
| GNATO Daniel | CLV - Borotapia | Point Focal |
| GUEDE Zadi | CLV - Borotapia | Secrétaire |
| KABI Azia Giselle | CLV - Borotapia | Bénéficiaire AGR |
| KAME Lagahi | CLV - Borotapia | Moniteur |
| HienSansan | CLV - Borotapia | Bénéficiaire |
| BOUDIE Jeannette | CLV - Borotapia | Bénéficiaire |
| KAMBOU Pascal | CLV - Borotapia | Bénéficiaire |
| SONKOUNDA Boureima | CLV - Borotapia | Bénéficiaire |
| GUEDE Guy Pacome | CLV - Borotapia | Bénéficiaire |
| LAGO Alain | CLV - Borotapia | Bénéficiaire |
| KIPRE Tapé | CLV - Borotapia | Bénéficiaire |
| TAPE Balou | Borotapia | Chef de Village |
| GNATO Zebre | Borotapia | Secrétaire General Chefferie |
| ALLIALI Kouadio | PREFECTURE - Soubré | Préfet de Région |
| TIEGBE Bonaventure | PREFECTURE - Soubré | Secrétaire Général 1 |
| SOUMAHORO Soualiho | PREFECTURE - Soubré | Secrétaire Général 2 |
| GOGO Roland | PREFECTURE - Soubré | Chef de Division |
| Capt KOFFI Kobenan | EAUX ET FORETS | Adjoint au Directeur départemental |
| Capt AMON Benoît | EAUX ET FORETS | Coordonnateur brigade mobile OIPR |
| Capt THIO N'clo | POLICE NATIONALE | Adjoint au chef de service |
| Ltn KOUADIO Bosson | GENDARMERIE | Représentant |
| Adj. BRINDOU Emmanuel | GENDARMERIE | Commandant de Brigade Adjoint |
| Ltn TRAORE Karim | GENDARMERIE | Adjoint CDT Escadron |
| KONAN YEBOUE | DRENET | Secrétaire Général |

| COTE D'IVOIRE | | |
|--------------------------|---------------------------|--------------------------------------|
| Person | Organisation | Position |
| DJEBE Brou | DRENET - Soubré | Chef de service |
| KONATE Doignin | SOSTECI - Soubré | Coordonnateur |
| ADAYE Raymond | BIT -soubré | Coordonnateur de Terrain IPEC-CCP |
| ABDOULAYE Doumbia | MSFFE - Soubré | Directeur Régional |
| KONAN Yao Michel | Conseil Régional - Soubré | Vice-Président |
| POIRI Pierre Claver | ICI- Soubré | Responsable régional |
| ASSOMA Jean Herman | IEP – Soubré (Kangagui) | Directeur Ecole - Kangagui |
| TEHOUA Jean Felix | IEP – Soubré (Kangagui) | Instituteur |
| N'GUESSAN Jean Luc | CLV - Kangagui | Président |
| KOUAKOU Koffi Jean-Marie | CLV - Kangagui | Vice-Président |
| KOUADIO Koffi Arsene | CLV - Kangagui | Animateur |
| KOUAME Kouadio Gedeges | CLV - Kangagui | Animateur |
| KOUAME KouassiMezac | CLV - Kangagui | Animateur |
| N'ZI Ahou Monique | CLV - Kangagui | Trésorière |
| N'DRI Amino Marie Leonce | CLV - Kangagui | Bénéficiaire |
| YAO Adjoua | CLV - Kangagui | Bénéficiaire |
| KOUAME Koffi Parfait | CLV - Kangagui | Secrétaire General |
| SAWADOGO Dominique | CLV - Kangagui | Bénéficiaire |
| SAWADOGO Assita | CLV - Kangagui | Bénéficiaire |
| YAO Kouamélaurent | CLV - Oupagui | Membre |
| KOUASSI Frédérique | CLV - Oupagui | Membre |
| AGO N'GuessanRomiade | CLV - Oupagui | Enfant bénéficiaire |
| KOUASSI Landry | CLV - Oupagui | Enfant bénéficiaire |
| ASSIEH Richmond | CLV - Oupagui | Secrétaire Général |
| N'GUESSAN Koffi | CLV - Oupagui | Trésorier |
| KLE Gnon Richard | CLV - Oupagui | Chargé des AGR |
| KOUASSI Nestor | CLV - Oupagui | Secrétaire Adjoint |
| ASSE N'guessanArsene | CLV - Oupagui | Commissaire aux Comptes |
| BIETHO Jean Jacques | CLV - Oupagui | Président |
| SANKANDE Mahmoud | CLV - Oupagui | Vice-Président |
| BEUGRE Theodore | CLV - Oupagui | Bénéficiaire |
| YAO Kouame | CLV - Oupagui | Chef du village de Loukou-Kouadiokro |
| BIETHO Albert | CLV - Oupagui | Président de lot |
| BOUA camille | CLV - Oupagui | Doyen du village |
| BIETHO SeréMéné | CLV - Oupagui | Chef du Village |
| BOHI Bi Simone | CLV - Oupagui | Trésorière adjointe |
| KOUAME Nathalie | CLV - Oupagui | Membre Association des femmes |
| YAO Jacqueline | CLV - Oupagui | Parent d'Enfant bénéficiaire |
| KOMA Odette | CLV - Oupagui | Parent d'Enfant bénéficiaire |
| DJAHO Rachele | CLV - Oupagui | Enfant bénéficiaire |
| ALLANGBA Nadege | CLV - Oupagui | Membre Association de Barthelemikro |

Annex E: List of documents reviewed

1. CCP Prodoc.
2. CCP technical Progress reports and status updates.
3. CMES guidelines and annexes.
4. Etude de base sur le travail des enfants dans la culture du cacao dans les Départements de Bouaflé, MbattoDaoukro, Issia et Soubré.
5. Rapid census (listing) and baseline survey in four (4) cocoa-growing districts in Ghana. Community and School Report.
6. Rapid census (listing) and baseline survey in four (4) cocoa-growing districts in Ghana. Survey Report.
7. Institutional and Social Intervention Mapping and Capacity Needs Assessment of District and Community Level Partners for Child Labour Elimination.
8. Selection of the project target Communities in Ghana and Côte d'Ivoire.
9. Ghana Impact evaluation Design.
10. Towards child labour free cocoa growing communities in Côte d'Ivoire and Ghana through an Integrated Area Based Approach. P.250.07.100.054 – RAF/10/54/USA. Project Implementation Review. February-March 2013.
11. CCP Expanded Final Evaluation Sub-study. Effectiveness of the Livelihoods Component of the CCP Project. Ghana (Draft).
12. Pilot report on Ghana Child labour Monitoring System (GCLMS). MERL.
13. Sous-étude pour aider à l'évaluation finale élargie (EFE) du projet « Vers des communautés de cacao débarrassées du travail des enfants dans une approche intégrée à la base en Côte d'Ivoire et le Ghana » - IPEC-CCP. «Efficacité du volet sur les activités d'amélioration des moyens de subsistance des ménages du projet CCP » Cote d'Ivoire. RAPPORT PROVISOIRE.
14. Framework of Action to Support Implementation of the Harkin-Engel Protocol.
15. CLCCG Annual Report 2013.

Annex F: CCP Expanded Final Evaluation: Sub-study “Effectiveness of the Livelihoods Component of the CCP Project” - Ghana

This sub-study was prepared for the ILO-IPEC by Bernardin Senadza, Department of Economics, University of Ghana, in September 2014.

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Acronyms

| | |
|-----------------|---|
| CAYDNEWT | Child Aid and Youth Development Network |
| CCP | Towards child labour free cocoa growing communities in Cote d'Ivoire and Ghana through an integrated are based approach |
| CHPS | Community-based Health Planning and Services |
| CL | Child labour |
| COCOBOD | Ghana Cocoa Board |
| DAIA | Direct Action implementing agency |
| FGD | Focus groups |
| GAP | Good agricultural practices |
| GAWU | Ghana Agricultural Workers Union |
| GLORI | Global Responses Initiative |
| IGA | Income Geration Activities |
| ILO | International Labour Office |
| ILO | International Labour Organization |
| IPEC | International Programme on the Elimination of Child Labour |
| MOFA | Ministry of Food and Agriculture |
| NBSSI | National Board for Small Scale Industries |
| NFED | Non-formal Education Division |

Executive summary

Introduction

The Livelihoods Component of the CCP Project is an integral part of the ILO-IPEC intervention strategy being implemented in 40 communities in 4 districts in Ghana. A major goal of the livelihoods intervention is to enhance the incomes of households as a means to eliminating child labour and to strengthen the capacities of national and local actors to continue to provide services to households and communities.

Based on extensive stakeholder consultations and a beneficiaries' needs assessment study, the following livelihood options/services have been rolled out in the 40 CCP communities: 1) soap making; 2) beekeeping; 3) palm oil extraction; 4) poultry; 5) petty trading; 6) baking; 7) grass cutter rearing; and 8) vegetables cultivation.

A number of stakeholders, both governmental and non-governmental, at the national and local levels have partnered ILO-IPEC in the implementation of the CCP project. Actual roll out of the livelihood services to beneficiary communities began in the last 12 months.

Objectives

The objective of the study is to assess the effectiveness of the livelihoods intervention, with the view to ascertaining its impact on the socio-economic circumstances of beneficiary households and communities.

Methodology

Six communities in 2 districts were selected for the study, namely, Yirase, Wansema Camp and Aboi Nkwanta in the Wassa Amenfi West district; and Oforkrom, Kroboase and Apoli Beposo in the Birim South district. The communities were purposely selected to capture "successful" and "not-so-successful" livelihood communities, and distance of the community from a main road. The livelihood options that have been rolled out in the 6 selected communities are: 1) soap making; 2) poultry; 3) beekeeping; 4) palm oil extraction; 5) bakery; and 6) vegetables cultivation.

Semi-structured questionnaires were used to interview beneficiaries in focus group discussions and implementing agencies in direct interviews. An observation guide was used to capture information about the livelihood services and the communities.

Findings

Profile of communities

The population of the communities ranges from 360 persons in Oforkrom to 4000 persons in Yirase. All 6 communities have a primary/junior high school. None of the communities has either a hospital, health post or a CHPS compound. Bore hole, pipe borne water, streams and harvested water are sources of drinking water in the communities. Only the communities in Wassa Amenfi West have access to electricity. Farming (cocoa and non-cocoa) is the main source of livelihood for the communities. The chief or traditional ruler typically is at the apex of the leadership hierarchy in all the communities, and Tuesdays are a common market day for majority of the communities.

Profile of beneficiaries

One hundred and thirty-three beneficiaries were interviewed, made up of 74 from Wassa Amenfi West and 59 from Birim South. The mean age of the beneficiaries is 43.6 years, ranging from 22 years to 75 years. About 60 percent of beneficiaries are aged between 40 and 59 years. Two-thirds of the beneficiaries are women. The female

proportion is much higher in Birim South. It is only in Aboi Nkwanta that the male beneficiaries out-number their female counterparts.

The highest level of education attained by a beneficiary is SHS, representing only 3 percent of beneficiaries. Majority of beneficiaries either have no education or have between primary 1 and 6 education. More than 85 percent of the beneficiaries are married. Soap making is the livelihood option that is common across the 6 communities, and constitutes more than half of the beneficiaries except in Aboi Nkwanta, where the male dominance is reflected in beekeeping. Kroboase in Birim South district has the highest number (4 out of six) of the livelihoods options.

Livelihood options in operation

Except for bakery (bread making) in Kroboase and Apoli Beposo, all the livelihood options are in operation in the 6 communities. ILO-IPEC supplied beneficiaries with start-up tools and materials to start the livelihood activities.

Relevance of the livelihood services

The livelihood options were selected based on a needs assessment study and their relatively shorter gestation periods given the timelines for the implementation of the intervention. The seasonal nature of the primary occupation (cocoa farming) of the communities also makes the livelihood services relevant. Respondents largely stated the livelihoods options rolled out as their secondary occupations.

Nature and quality of training

Training given to beneficiaries ranged from technical, financial (bookkeeping) to marketing. Respondents intimated that the training has either enhanced their existing skills in farming or equipped them with new livelihood skills. This assertion by the beneficiaries was largely evident by the outputs observed by soap making groups. Functional literacy, numeracy and bookkeeping training was also imparted to beneficiaries.

Construction of production centres

Except for Aboi Nkwanta and Apoli Beposo, the remaining communities have built production centres. The ILO-IPEC supported the construction of the production centres with roofing sheets and cement. The communities contributed in terms of the supply wood, sand, labour and payment for the services of artisans such as masons and carpenters. The production centres have given a major boost to the livelihood activities in the communities as it has whipped up a lot of enthusiasm and zeal amongst the beneficiaries.

Production and marketing

Between 2 and 6 months elapsed between when training was received and when actual production started in the communities. Production by the groups so far has largely been dependent on start-up materials supplied by ILO-IPEC. Produce from the livelihood activities are marketed locally within the communities and surrounding villages. Noteworthy evidence of backward and forward linkages were observed in Kroboase and Oforikrom as palm oil extractors sold their output to soap makers, with soap makers selling their produce palm oil extractors and other members of the communities. Poultry and vegetables, however, have not posted encouraging results. On the evidence of observations during the fieldwork, soap making, palm oil extraction and honey extraction have a lot of potential and are sustainable.

Formation of cooperatives and opening of group accounts

Co-operatives have been formed by beneficiaries in the Birim South communities, while the process is ongoing in Wassa Amenfi West. Group enterprises in all 6 communities, except Aboi-Nkwanta, have opened savings accounts. While the amounts in the bank accounts are not very substantial, it is nevertheless encouraging given that the livelihood activities have been operational for only a few months.

Outcomes and initial impacts of the livelihood services

Observation of the production and sales records in addition to the interviews reveal that the livelihood interventions in its current state is heavily dependent on free supplies of inputs provided by ILO-IPEC. Significant lags occurred between when training was acquired and start of actual production in all communities, a situation attributed to delays in the release of funds by ILO-IPEC.

One important finding among soap makers in Yirase and Wansema Camp is the private undertaking of this venture by some group members, which has provided revenues to supplement household incomes for consumption. The contributions made out of sales revenues towards the construction of production centres is also one significant outcome of the intervention. The formation of co-operatives and the opening of group accounts are among some of the positive outcomes of the livelihood intervention in the communities. No immediate correlation is observed or inferred between the livelihood interventions and school attendance, however.

Sustainability of income generating activities by beneficiaries

Based on the performance, observations made and records on the livelihood options rolled out so far, soap making, beekeeping, and palm oil extraction seem to hold a lot of promise. Vegetables cultivation, though fared poorly initially could and should succeed given that it is an activity beneficiaries are already familiar with. Oil palm cultivation could be encouraged as one of the non-cocoa options to feed the palm oil extraction process. This will help create further linkages. However, further external financial and technical support is required for the intervention to take root and succeed.

Capacity of national and local stakeholders to sustain services

There is a general commitment among implementing partners to continue providing services to beneficiary households and communities as part of their core mandates. However, the ability of these agencies to continue to render services to the communities is largely dependent on their financial capacities. These agencies are subvented organisations that depend on funding from the national level. Their abilities to continue to render services will depend on the adequacy and timeliness of these subventions.

Challenges

The relatively short time period to implement the livelihood services across 40 communities concurrently over a period of less than 12 months proved to be daunting. The lag between training and actual take off of production in the communities proved a major challenge, a situation blamed on the cumbersome nature of ILO procedures that delayed the release of funds for critical aspects of the project. A major challenge observed in all 6 communities is the poor nature of record keeping. Entries in most of the books observed did not capture clearly the costs and revenues from each production cycle. The inaccurate nature of the records makes it difficult to objectively assess in quantitative terms the profitability or otherwise of the livelihood ventures.

Conclusions

Although operational just for a few months, the livelihood options, particularly, soap making, honey production, palm oil extraction, have bright future prospects and has the potential of positively affecting the incomes of beneficiary households and communities if they are nurtured to mature.

Lessons learned

The delay in the actual commencement of the project could be minimised if the project set-up process is localised and expedited to give more time for actual implementation.

Emergent good practices

- Striking linkages developed between various livelihood options.
- Possibility of winners/entrepreneurs to emerge from group activities.
- Formation of agriculture clubs to improve farming activities.
- Involvement of key social partners in project design and implementation.

1. Introduction

1. The Livelihoods Component of the CCP Project is an integral part of the ILO-IPEC intervention strategy being implemented in 40 communities in four districts in Ghana with the aim of eliminating child labour in cocoa production. The objective of the livelihoods component of the project is to improve existing and diversify the livelihoods of households in the targeted communities. The livelihoods intervention has two areas of focus: 1) improving existing livelihoods (agriculture); and 2) introducing additional livelihoods with the aim of diversifying the income sources of households in the communities during the lean agriculture season.
2. The livelihoods component is being implemented in partnership with local and national level government agencies, and non-governmental organizations (NGOs) with specific expertise in various types of productive and services subjects. A major goal of this direct action is to enhance the incomes of households as a means to eliminating child labour and to strengthen the capacities of national and local actors to continue providing services to households and communities to ensure sustainability of the intervention.
3. The CCP Project has 5 immediate objectives, with the livelihood component focusing on 2 of these, namely:
 - **IO.3.:** By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods.
 - **IO.5.:** By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced.
4. Based on extensive stakeholder consultations and a needs assessment study conducted in the beneficiary communities, the livelihoods intervention was designed with the following sub-components:
 - a. Employment services: This sub-component entails the promotion of employment opportunities and development of skills in non-agricultural (or off farm) alternative livelihood activities in areas such as soap making, bakery, petty trading and the processing of agro-produce.
 - b. Income generation activities: This entails enhancing productivity in cocoa and non-cocoa agricultural production, including vegetables cultivation and poultry.
 - c. Training in functional literacy, formation of co-operatives and linking of the co-operatives to microfinance institutions for loans and savings facilities to strengthen their businesses.
 - d. Social protection services involving advocacy and linkage to rural and social development programmes, namely, education, health, rural water supply, roads, etc., as well as training in occupational safety and health.
5. Thus, the following livelihood options/services have been rolled out in the 40 CCP communities: 1) soap making; 2) beekeeping; 3) palm oil extraction; 4) poultry; 5) petty trading; 6) baking; 7) grass cutter rearing; and 8) vegetables cultivation. In addition to the needs assessment, the livelihoods options were also selected based on their shorter gestation periods given the timeline available to implement the intervention.
6. Various stakeholders, both governmental and non-governmental, at the national and local levels have partnered ILO-IPEC in the implementation of the CCP project, thereby enhancing their understanding of the concept of child labour and their capacities to deliver services to the communities. Actual roll out of the livelihood services to beneficiary communities began in the last 12 months.

2. Objectives of the study

7. ILO-IPEC commissioned a study to investigate the effectiveness of the livelihoods component of the CCP Project. In line with the terms of reference, the objectives of the study are to:
 1. To provide quantitative and qualitative evidence for case study communities and households of the project outcomes and initial impacts achieved (i.e. increase of household incomes and return of child labourers to school due to increased incomes) regarding improving productivity of current activities and new income generating activities (IGA) and their level of potential sustainability
 2. To assess the relevance of the livelihoods activities offered to the beneficiaries
 3. To assess the sustainability of the livelihoods interventions
 4. To assess the quality of the technical support received by households and communities by the project supported implementation agencies (i.e. government and non-governmental organizations)
 5. To analyse the capacity of the implementation agencies for livelihoods and the support received by the project to face any capacity challenge
 6. To analyse the articulation of the technical support services available and the national and local government and community authorities to continue providing support to the households to continue operating the new IGAs as well as the increase in productivity in current productive activities.
 7. To identify lessons for national and local stakeholders, IPEC and the donor regarding scale up and replicability of this type of interventions in relation to CL elimination

3. Methodology

3.1 Study design

8. The sample frame for the study is the 40 beneficiary communities in the 4 CCP districts.¹³ Two districts, namely, Wassa Amenfi West and Birim South were selected for the study. Selection of the districts was in consultation with the ILO-IPEC team. A total of 6 communities - 3 each -were selected from the 2 districts for the study. The choice of the 6 communities, namely; Yirase, Wansema Camp and Aboi Nkwanta in the Wassa Amenfi West district; and Oforikrom, Kroboase and Apoli Beposo in the Birim South district, was purposive to capture both;

1. “Successful” and “not-so-successful” livelihood communities.¹⁴
2. Distance of the community from a main road - nearer to or farther away from a main road.

9. The livelihood options that have been rolled out in the 6 selected communities are:

- Yirase - soap making and poultry keeping.
- Wansema Camp - soap making and poultry keeping.
- Aboi Nkwanta - soap making and beekeeping.
- Oforikrom - soap making, palm oil extraction and vegetables cultivation.
- Kroboase- - soap making, bakery, palm oil extraction and vegetables cultivation.
- Apoli Beposo - soap making, bakery and vegetables cultivation.

3.2 Study instruments

10. Semi-structured questionnaires were used to interview beneficiary households and implementing agencies. Interview/discussion guides were used to facilitate focus group discussions (FGDs) with livelihood groups in the selected communities. An observation guide was developed to capture relevant information about the livelihood services and the communities. The study instruments are presented in Annex 3.

3.3 Data collection

11. Data was collected through direct interviews and FGDs with selected households, implementing agencies and livelihood groups in the 6 communities. Interviews were also held with community leaders (formal or informal leaders) to capture community level information. The interviews were facilitated by the consultant with the assistance of an assistant. Some of the interviews were digitally recorded with the consent of the respondents.

3.3.1 Household level interviews

12. While the study had envisaged 5 household interviews in each of the 6 communities, it was observed during the fieldwork that all the livelihood options being pursued in the study communities except poultry and vegetables cultivation are being undertaken in groups by the beneficiaries. However, it was observed

¹³ Now 7 districts following the split of three of the districts into two.

¹⁴ Defined by the ILO-IPEC project team on the basis of progress made by communities in various aspects of the livelihoods project such as commencement of production, construction of production centre, etc.

during the fieldwork that some women in soap-making groups at Yirase (3) and Wansema Camp (2), both in Wassa Amenfi West district, though part of the soap-making groups in these communities are producing soap on individual basis as well. Thus, these individuals formed part of the sample of household interviews. Table 1 reports the number of interviews conducted at the individual (household) level in each of the 6 communities.

13. In Wassa Amenfi West, 5 household members at Yirase and 4 household members at Wansema Camp who have benefitted from training in poultry farming and soap making were interviewed. No household interviews were conducted for members who benefitted from group training in beekeeping and soap making at Aboi Nkwanta because production so far have been carried out on group basis. No individual has as yet taken the initiative to venture into private production as was observed in Yirase and Wansema Camp. In Birim South, 2 households each with a member who has benefitted from training in vegetables farming only were interviewed at Oforikrom, Kroboase and Apoli Beposo. Again, no individual beneficiary in these communities is undertaking the group options on an individual basis.

Table 1: Interviews conducted in the sampled communities in the two districts

| | Wassa Amenfi | | | | Birim South | | | |
|--------------------------------|--------------|--------------|--------------|-------|-------------|----------|--------------|-------|
| | Yirase | Wansema Camp | Aboi Nkwanta | Total | Oforikrom | Kroboase | Apoli Beposo | Total |
| Household level interviews | 5 | 4 | 0 | 9 | 2 | 2 | 2 | 6 |
| Focus group discussions | 2 | 2 | 2 | 6 | 2 | 3 | 2 | 7 |
| Implementing agency interviews | | | | 5 | | | | 5 |

Source: Fieldwork, July 2014.

3.3.2 Community level interviews

14. Community interviews, in the form of FGDs, were conducted for beneficiaries who have received training jointly in particular livelihood services and are undertaking these activities as a group. In Wassa Amenfi West, 2 group interviews - one each for soap making and poultry keeping - were conducted at Yirase and Wansema Camp (Table 1). Two group interviews were also conducted in Aboi Nkwanta; one for soap making and the other for beekeeping. In Birim South, 2 group interviews each were conducted in Oforikrom and Apoli Beposo, while 3 FGDs were held in Kroboase (see Table 1). In Oforikrom, discussions were held with palm oil extraction and soap making groups. In Apoli Beposo, interviews were held with the bakery and soap making groups, while in Kroboase interviews were held with palm oil extraction, bakery and soap making groups.

15. The list of beneficiaries interviewed (individually or in FGDs) is contained in Annex 12.

3.3.3 Interviews with implementing agencies

16. A number of collaborating and partner agencies have been involved in providing training and services to the communities under the CCP project. Five implementing/partner agencies were interviewed in each of the 2 districts to ascertain the nature and quality of services provided and their capacities to continue rendering services to the beneficiary communities beyond the life span of the project.

17. They are:

1. The National Board for Small Scale Industries (NBSSI)
2. The Department of Co-operatives

3. Ghana Cocoa Board (COCOBOD)
 4. Ministry of Food and Agriculture (MOFA)
 5. Direct action implementing agencies (DAIAs)¹⁵ – GLORI (for Wassa Amenfi West) and CAYDNET (for Birim South).
18. The NBSSI is the main partner agency in the livelihoods programme. It teaches skills in the various options, mostly using identified resource persons and helps in the identification of market outlets. The NBSSI also has mechanisms for following up on beneficiaries. In Wassa Amenfi West, MOFA provided training to the poultry livelihood group on the raising of day old chicks to maturity and on how to provide better housing conditions for the birds in addition to good feeding practices and the administration of medicines. In Birim South, MOFA took beneficiary farmers through good nursery practices, application of chemicals correctly, amongst others. The Department of Co-operatives provided training on group formation and the benefits of groups in addition to good record keeping practices. The Department also assisted the communities to form co-operatives and guided the co-operatives to develop constitutions and elect their leaders.
19. The list of representatives of the implementing partners that were interviewed is attached as Annex 11.

3.3.4 Observation

20. Observations were made in each of the 6 communities visited. Focus was on the production structures built or under construction in the communities and the materials they are made of. The walls and floors of the production centres are made of concrete and roofed with aluminium sheets. The doors are made of wood. The production centres are used largely for soap making and palm oil extraction. Poultry keeping is being undertaken in wooden coops owned by the beneficiaries but many of them are not in very good condition. Observation was made of the completed earthenware oven in Kroboase. Production and sales record books as well as savings account deposit books of the various groups, production centres, etc. were observed (see Annexes 4 - 9).

3.4 Limitations

21. The study focused on 6 out of the 40 CCP communities that are benefitting from the livelihood services. The 6 communities were purposively selected and therefore the findings may not necessarily be generalizable to the entire 40 communities. The study used a combination of methods; observation, FGDs and direct interviews. While some of the information collected in the field was verified, some self-reported information by beneficiaries was not verified, partly because the time period for the fieldwork was too short to enable follow ups on some of the issues raised by the beneficiaries.

¹⁵ These are non-governmental organisations (NGOs) directly implementing the livelihoods component in the districts, GLORI stands for Global Responses Initiative; and CAYDNET stands Child Aid and Youth Development Network.

4. Findings

4.1 *Profile of communities*

22. Table 2 presents profiles of communities visited for the study. The population of the communities ranges from 360 persons in Oforikrom to 4000 in Yirase, according to the community leaders interviewed. All 6 communities visited have a primary/junior high school in their locality. Yet, these communities do not have either a hospital, health post or a Community-based Health Planning and Services (CHPS) compound. Also, the communities visited lack a post office, a police station/post or a bank or micro finance institution.
23. Drilled bore hole is the source of drinking water in 4 out of the 6 communities visited, namely, Aboi Nkwanta, Kroboase, Oforikrom and Apoli Beposo. The situation is quite different in Wansema Camp where streams and rain harvested water are drinking water sources. The people in Yirase, however, have access to pipe borne water as their source of drinking water. Interestingly, all three communities visited in Wassa Amenfi West; Yirase, Wansema Camp and Aboi Nkwanta have access to electricity whereas the reverse is the case in the 3 communities visited in the Birim South district - Oforikrom, Kroboase and Apoli Beposo.
24. Farming (cocoa and non-cocoa) is the main source of livelihood for these communities. Even so, poultry keeping, soap making, palm oil extraction, animal husbandry and petty trading are cited as the secondary livelihoods in the communities. The chief or traditional ruler typically is at the apex of the leadership hierarchy in all the communities visited followed by the chief elder, linguist, assemblyman and unit committee chairman. Tuesdays happen to be a common market day for majority of these communities. The communities indicated peculiar needs ranging from lack of a motorable road, health posts, teachers and teachers' bungalows, electricity, to the supply of agro chemicals or fertilizers (needed to improve crop yields on their farms).

Table 2: Profile of communities visited

| District | Wassa Amenfi West | | | Birim South | | |
|--|--|--|--|---|---|---|
| Community | Yirase | Wansemia Camp | Aboi Nkawanta | Kroboase | Oforikrom | Apoli Beposo |
| Population (no. of persons) approx. | 4000 | 1000 | 1500 | 500 | 360 | 2000 |
| School (primary & JHS) | Yes | Yes | Yes | Yes | Yes | Yes |
| Hospital/health post/CHPS compound | No | No | No | No | No | No |
| Post office | No | No | No | No | No | No |
| Bank or micro finance institution | No | No | No | No | No | No |
| Police station/post | No | No | No | No | No | No |
| Main source of drinking water | Pipe borne water (hand pump) | Streams/harvested water | Bore hole | Bore hole | Bore hole | Bore hole |
| Electricity | Yes | Yes | Yes | No | No | No |
| Main occupation | Farming (cocoa & mon-cocoa) | Farming (cocoa & mon-cocoa) | Farming (cocoa & mon-cocoa) | Farming (cocoa & mon-cocoa) | Farming (cocoa & mon-cocoa) | Farming (cocoa & mon-cocoa) |
| Secondary occupation | Poultry, soap-making, petty trading in fish and cassava | Poultry keeping (men), soap-making (women), petty trading (women) | Bee keeping, soap-making, galamsey | Palm oil extraction and soap making | Animal husbandry, goats, poultry | Petty trading |
| Hierarchy of leadership | 1. Chief 2. Assemblyman 3. Unit committee chairman 4. Unit committee members 5. Chief farmer | 1. Chief elder 2. Unit committee chairman 3. Unit committee members 4. Elders | 1. Chief 2. Assistant chief 3. Chief elder 4. Assemblyman | 1. Chief 2. Queen mother 3. Linguist 4. Unit committee chairman 5. Unit committee members | 1. Chief 2. Queen mother 3. Linguist 4. Unit committee chairman 5. Unit committee members | 1. Chief 2. Chief elder 3. Linguist |
| Market days | Tuesdays and Fridays | Wednesday at nearby village | Tuesdays | Tuesdays | Mondays and Thursdays | No specific market day |
| Community issues or problems and needs | Feud between the local chief and his elders on one side and the youth | Bad roads, no toilet facilities in the community, shortage of fertilizer for cocoa | Seasonality of agriculture and high poverty levels | Bad roads, lack of electricity, health centre and teachers | Lack electricity, inadequate water supply and accommodation for teachers | Inadequate water supply, lack of electricity, health post teachers' accommodation |
| Respondent | Assemblyman | Chief elder | Chief | Chief | Chief | Chief |

Source: Fieldwork, July 2014.

4.2 Profile of beneficiaries interviewed

25. Table 3 presents information on the distribution of beneficiaries interviewed.¹⁶ In all 133 beneficiaries from the various livelihood options participated in the study, comprising of 74 (55.6%) and 59 (44.4%) beneficiaries from Wassa Amenfi West and Birim South, respectively. Yirase in Wassa Amenfi West district had the highest number (29) of beneficiaries participating and Kroboase in the Birim South district had the least (17).

Table 3: Distribution of beneficiaries interviewed

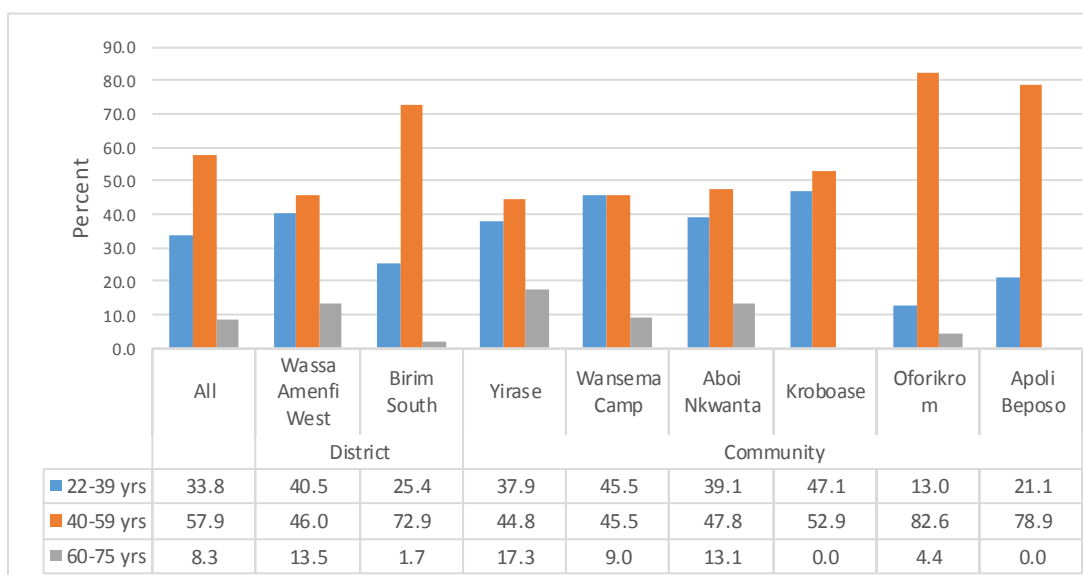
| | | Frequency | Percent |
|-----------|-------------------|-----------|---------|
| All | | 133 | 100.0 |
| District | Wassa Amenfi West | 74 | 55.6 |
| | Birim South | 59 | 44.4 |
| Community | Yirase | 29 | 21.8 |
| | Wansema Camp | 22 | 16.5 |
| | Aboi Nkwanta | 23 | 17.3 |
| | Kroboase | 17 | 12.8 |
| | Oforikrom | 23 | 17.3 |
| | Apoli Beposo | 19 | 14.3 |

Source: Fieldwork, July 2014.

26. The mean age of the beneficiaries interviewed is 43.6 years, ranging from 22 years to 75 years. The ages of the beneficiaries have been categorized into three, namely, 22-39 years; 40-59 years; and 60-75 years to ascertain the distribution among the three categories. Figure 1 presents the results.
27. Nearly 60 percent of beneficiaries are aged between 40 and 59 years, with a greater proportion in Birim South (73%) than in Wassa Amenfi West (46%). Wassa Amenfi West district has relatively older beneficiaries (13.5%) compared to Birim South district (1.7%). The same trend obtains for the relatively younger (22-39 years) beneficiaries, with this age group constituting 25 percent of beneficiaries in Birim South while the corresponding figure for Wassa Amenfi West is 41 percent.
28. About two-thirds of the beneficiaries interviewed are women (Figure 2), with the female domination being more pronounced in Birim South where women constitute 80 percent of the beneficiaries interviewed. The male presence in Wassa Amenfi West is relatively higher, where nearly half of the interviewed beneficiaries are men. This situation is particularly acute in Aboi Nkwanta with 78 percent of the interviewed beneficiaries being men. An aberration of the Wassa Amenfi West scenario is the Yirase community where more than three quarters of the beneficiaries are women. The male-female distribution in Wansema Camp, however, is largely reflective of the average situation in Wassa Amenfi West.

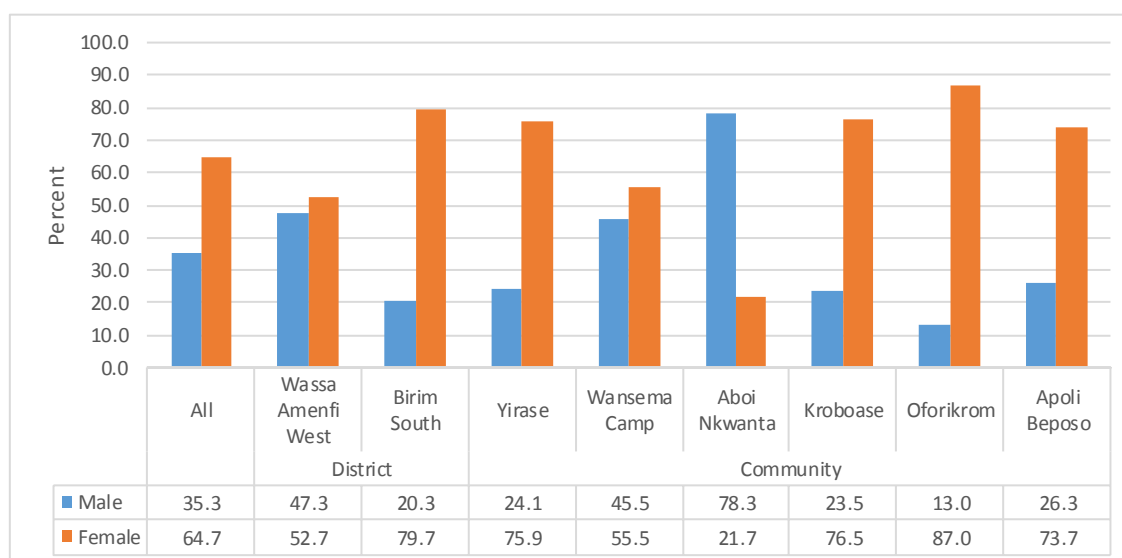
¹⁶ While it does not exactly tally with the list of the DAIs because some beneficiaries were absent, it largely reflects the actual distribution.

Figure 1: Age distribution of beneficiaries interviewed



Source: Fieldwork, July 2014.

Figure 2: Sex distribution of beneficiaries interviewed

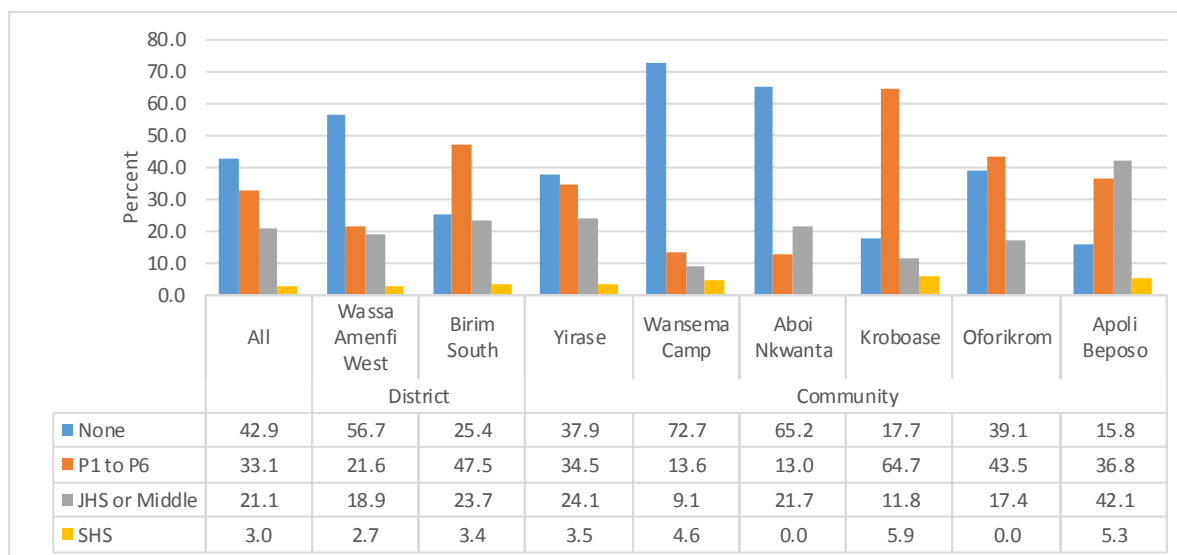


Source: Fieldwork, July 2014.

29. The highest level of education attained by a beneficiary is senior high school (SHS). However only 3 percent of them have this level of education. None of the beneficiaries in Aboi Nkwanta in Wassa Amenfi West and Oforikrom in Birim South have SHS educational background, however. No education or between primary 1 and 6 (P1 to P6) education, is the most dominant educational background among the beneficiaries interviewed, with significant variations across districts and communities. In all, more than two-fifths of the beneficiaries have never attended school, with the proportion being more than twice as high among beneficiaries in Wassa Amenfi West (57%) compared to Birim South (25%). The worst offenders are from Wansema Camp and Aboi Nkwanta where 73 percent and 65 percent of the respondents respectively have no education. On average a third of respondents have primary education,

again with variations across communities. Apoli Beposo has the highest proportion of beneficiaries with junior high school (JHS) or Middle School¹⁷ background.

Figure 3: Educational background of beneficiaries interviewed



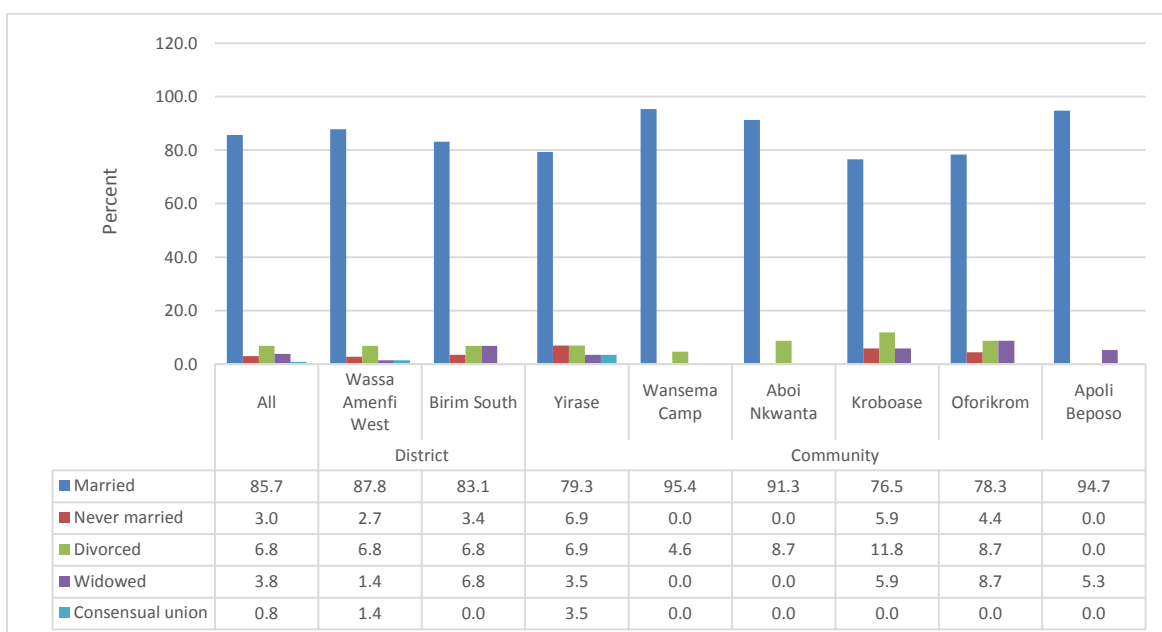
Source: Fieldwork, July 2014.

30. Figure 4 reveals that an overwhelming majority of the beneficiaries interviewed are married (86%), with Wansema Camp (95.4%), Apoli Beposo (94.7%) and Aboi Nkwanta (91.3%) having percentages above the average. Three percent of respondents have never married and this is on account of Yirase (6.9%), Kroboase (5.9%) and Oforikrom (4.4%). On average, 7 percent of the beneficiaries interviewed in the communities are divorced (exception is Apoli Beposo), while consensual union is the preserve of Yirase. Widowed beneficiaries constitute about 4 percent, and they are largely from Birim South district.
31. The distribution of the livelihood options among beneficiaries across the 6 communities is presented in Figure 5. Soap making is the livelihood option that is common across the 6 communities, and constituting more than half of the beneficiaries interviewed except in Aboi Nkwanta, where the male dominance is reflected in beekeeping. Kroboase in Birim South district has the highest number (4 out of six) of livelihoods options depicted in Figure 5. Each of the communities in Wassa Amenfi West has two livelihood options in operation. Poultry (Yirase and Wansema Camp) and beekeeping (Aboi Nkwanta) are the preserve of Wassa Amenfi West, while the reverse is the case for Birim South when it comes to palm oil extraction, bakery and vegetables livelihood options. Palm oil extraction operates in only Kroboase and Oforikrom, while the bakery livelihood option has beneficiaries in only Kroboase and Apoli Beposo.¹⁸ Nevertheless, all three communities in Birim South have beneficiaries benefitting from the vegetables option.

¹⁷ Middle school is a 4-year post primary system which was abolished and replaced by the JHS system following educational reforms in 1987.

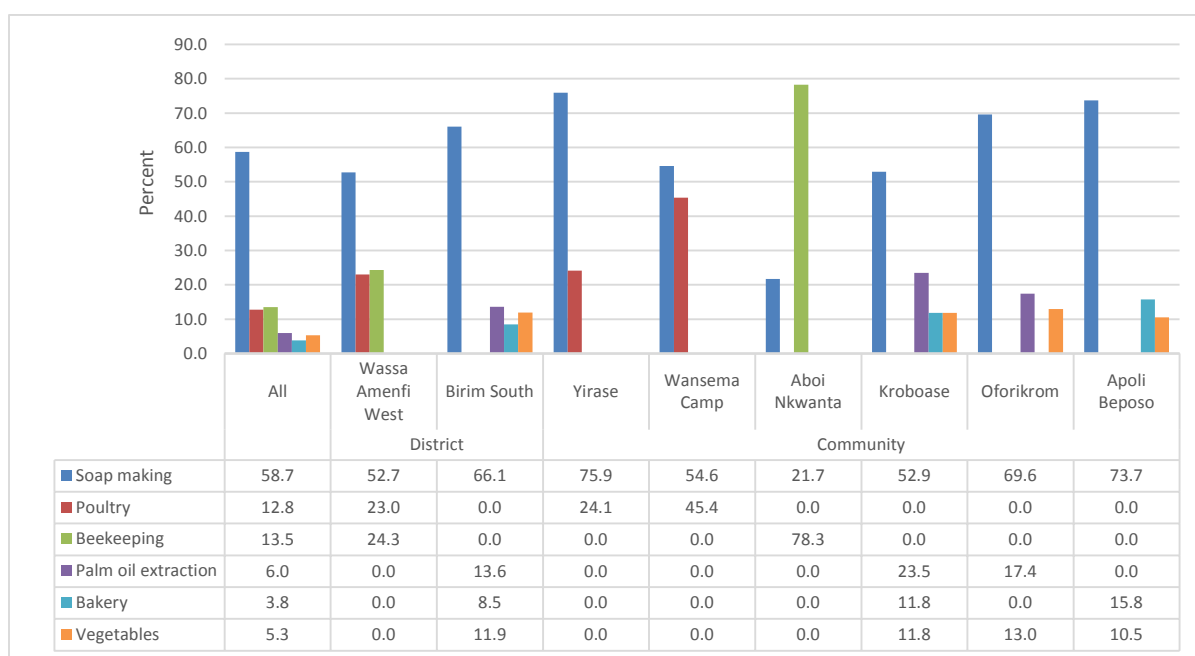
¹⁸ Even though bread making has not yet taken off in these communities.

Table 4: Marital status of beneficiaries interviewed



Source: Fieldwork, July 2014.

Figure 5: Distribution of livelihood options across the 6 communities



Source: Fieldwork, July 2014.

4.3 Livelihood options in operation

32. As noted above the following livelihood options have been rolled out in the 6 communities visited:

- Yirase (soap making and poultry keeping)
- Wansema Camp (soap making and poultry keeping)

- Aboi Nkwanta (soap making and beekeeping)
 - Oforikrom (soap making, palm oil extraction and vegetables cultivation)
 - Kroboase (soap making, bakery, palm oil extraction and vegetables cultivation)
 - Apoli Beposo (soap making, bakery and vegetables cultivation)
33. Start-up tools and materials were supplied to beneficiary groups and individuals in the communities by ILO-IPEC through the DAAs. The list of start-up items supplied each of the 6 communities in the 2 districts is contained in Annex 10. It has been difficult to independently ascertain the start-up items received from the side of the communities because of poor record keeping.
34. As at the time of the field visit, all the livelihood options were in operation except bakery (bread making) in Kroboase and Apoli Beposo. While construction of the earthenware oven for baking bread at Kroboase had just been completed, that of Apoli Beposo was under construction at the time of the field work. However, doughnuts production had taken off in Apoli Beposo as part of the bakery option.

4.4 Relevance of the livelihood services

35. Based on observations and interviews conducted in the 6 communities studied, namely, Yirase, Wansema Camp, Aboi-Nkwanta in the Wassa Amenfi West district and Kroboase, Apoli Beposo and Oforikrom in the Birim South districts, the livelihood options rolled out in the communities can largely be said to be relevant in many respects.
36. The seasonal nature of the primary occupation (cocoa farming) of these communities gives credence to the timeliness of these livelihood services. The responses of the respondents interviewed reveal that the livelihoods that have been rolled out in their communities have become their secondary occupations (see Annex 12).
37. More so, the direct implementing agencies - Global Responses Initiative (GLORI) and Child Aid and Youth Development Network (CAYDNET) for the Wassa Amenfi West and Birim South districts, respectively - in partnership with district government agencies such as the NBSSI and MOFA - conducted needs assessment studies in the communities to ascertain the preferences of the beneficiaries in terms of which livelihood service to be provided them. These assessments thus informed the livelihood services rolled out in each respective beneficiary community. The selection of the livelihood options also took into account their relatively shorter gestation periods given the limited timelines to implement the intervention.
38. Among the livelihood options, poultry keeping did not do quite well. While this option achieved quite a high degree of success on an experimental basis when it was operated as a group venture, many of the beneficiaries in Yirase and Wansema Camp lost the birds supplied them when they started operating as individuals. While the respondents attributed the problem to delays in the supply of feed and medicines, this livelihood option (rearing of exotic birds) is perhaps sophisticated for farmers with very little or no education. Vegetables cultivation also suffered setbacks, largely on account of floods washing off the farms of beneficiaries.

4.5 Nature and quality of training

39. Training given to beneficiaries included the imparting of technical, financial (bookkeeping) and marketing skills. The technical training offered the beneficiaries and spearheaded largely by the NBSSI, COCOBOD and MOFA ranged from 3 days for vegetables cultivation to 10 days for soap making. In particular, the NBSSI took up 70 percent of the cost of training soap makers while the ILO-IPEC bore the remaining 30 percent.

40. Training in soap production which was spearheaded by the NBSSI taught practical skills in soap making, using a hands-on approach. In Wassa Amenfi West, MOFA provided training to the poultry livelihood group on how to raise day old chicks to maturity, provision of better housing conditions for the birds, good feeding practices and the administration of medicines. In Birim South, MOFA took beneficiary farmers through good nursery practices, correct application of chemicals, amongst others. The Department of Co-operatives provided training on group formation and the benefits of groups in addition to good record keeping practices.
41. The respondents generally considered the training they received as good and adequate in that it has either enhanced their existing skills in farming or equipped them with new livelihood skills. This assertion by the beneficiaries was largely evident in soap making. Soap output that was neatly packaged was observed during the fieldwork (see Annex 6). Palm oil producers in Birim South intimated that they have mastered the art of palm oil extraction and have been able to produce 'good quality' palm oil for sale. Respondents in Aboi Nkwanta emphasized that the 5 days of training they had received in beekeeping has equipped them in the art of producing honey.¹⁹ In addition, they received 2 days of refresher training to tighten loose ends at the time they were supplied with start-up materials. Training in poultry in Wassa Amenfi West facilitated by MOFA veterinary officers according to beneficiaries, lasted for 7 days. Specific technical skills imparted to beneficiaries involved in vegetables cultivation in Birim South included the mechanics of nursery, proper application of fertilizers and good agricultural practices (GAP) in general.
42. Interactions with soap makers in Wassa Amenfi West revealed that there was no post- or refresher- or training to assess the application of the knowledge imparted to them except for beekeeping (Aboi Nkwanta) and poultry keepers in Yirase and Wansema Camp. Thus, while it was planned, the NBSSI was unable to carry out refresher training for soap producers in Wassa Amenfi because of logistical reasons.
43. In Birim South, all the livelihood groups had refresher training for a day or two before the start of operation on account of the lag between the first training and the supply of start-up items, a situation the DAIA's attributed to ILO procedures that delayed the release of funds to implement project activities. Nevertheless, on the evidence of the fieldwork observations, it can be concluded that the beneficiaries have been well trained in the various livelihood options.
44. In addition to training in livelihood activities, the Ghana Agricultural Workers Union (GAWU) offered training to beneficiaries in occupational safety and health and provided technical guidance in the construction of production centres as well as the identification of sales outlets. Functional literacy education was provided to the beneficiary communities and households by the Non-Formal Education Division (NFED) of the Ghana Education Service at the district levels; training which enabled some of the beneficiaries to read and write in their local language. The Department of Co-operatives and COCOBOD imparted numeracy and bookkeeping skills to the beneficiary groups, to enable them keep records of their activities. Poor record keeping, however, was observed in the communities visited during the field visit, in spite of the training beneficiaries received in bookkeeping (see Annex 6).

4.6 Construction of production centres

45. In order to facilitate the livelihood options, communities were required to construct production centres where actual production would take place. Technical assistance in the construction of the production centres was provided by GAWU. The ILO-IPEC supported the construction of the production centres with roofing sheets and cement. The communities contributed in terms of the supply wood, sand, labour and payment for the services of artisans such as masons and carpenters. It was observed during the fieldwork that construction of the production centres had been completed in Yirase, Wansema Camp, Oforikrom

¹⁹ No output was available for inspection though. The same was the case for palm oil.

and Kroboase whereas the centres were still under construction at Aboi Nkwanta and Apoli Beposo (see Annex 4).

46. One significant observation that was made during the field visit was that part of the revenues realized from the sale of output produced by the groups, particularly soap, honey and palm oil extraction, was used to support the construction of the production centres in the communities. Members of the various livelihood options were also levied various sums to support the construction of the production centres.
47. The production centres have given a major boost to the livelihood activities in the communities as it has whipped up a lot of enthusiasm and zeal amongst the beneficiaries (see Annex 5 where some women were busy making soap at the time of the fieldwork).

4.7 Production and marketing

48. All the livelihood options are operational in the 6 communities visited except for bread making which is yet to start in Kroboase and Apoli-Beposo. As noted above, the delay in the take-off of bread production is because the earthenware oven to be used for this activity in Kroboase was completed around the time of the fieldwork (see Annex 4), while that of Apoli-Beposo was still under construction.
49. It was ascertained during the fieldwork between 2 and 6 months elapsed between when training was received and when actual production started in the communities. For instance, in Aboi Nkwanta, soap makers indicated that they received training in August 2013 but started production in March 2014. They attributed the delay to late supply of start-up tools and items. Production by the groups so far has largely been dependent on start-up materials supplied by ILO-IPEC through the DAAs, except in Kroboase where palm oil producers and soap makers indicated that they have made direct purchases of inputs for production.
50. Observation of production records indicate that, while quantities produced in many instances were stated in record books, the accompanying revenues and costs, in particular, from each production cycle have not been clearly stated to enable the (implicit) computation of any profits. The prices of soap, for instance, varies according to size. A bar of soap, measuring (approximately) 40cm in length, 6cm in width and 6cm in height (*long bar*), for instance, is priced at GHS3.00 in Oforikrom, while *small bar soap*, of dimension, 12cm x 6cm x 6cm (approximately) is priced at GHS2.00. A typical production cycle in Oforikrom, detailing inputs used, quantities produced, revenues obtained and savings (profit) made is reproduced from records obtained in Table 4 (see Annex 6 for the production and sales records of the various livelihood options and communities).

Table 4: Production and sales records from one production cycle at Oforikrom

| Date | Inputs (materials used) | Output | | | | |
|-----------|---|--------------------------|----------|-------------|-------------|---------------|
| | | Type | Quantity | Price (GHS) | Value (GHS) | Savings (GHS) |
| 30-Apr-14 | Palm oil, coconut oil, caustic soda | Bar soap (long) | 20 | 3 | 60 | |
| | Perfume, silicate, chemical 1 & 2, Dettol | Bar soap (small) | 90 | 2 | 180 | |
| | Soda ash, colour, preservative | Detergent (powder 30 kg) | 50 | 1 | 50 | |
| | | | | Total | 290 | 100 |

Source: Fieldwork, July 2014.

51. The production cycle entailed the production of three types of soap, namely, long bar, small bar and detergent (30kg). The materials used were stated in the records without the corresponding quantities or costs attached to each item used for production. Thus it was difficult to estimate the cost of production accurately. The stated quantities and prices puts the value produced and sold at GHS290, with an amount of GHS100 indicated as savings (profit). Hence, one can implicitly assume that the cost of production amounts to GHS190. With a profit of GHS100, this indicates a gross profit of more than 50 percent.
52. In terms of marketing, produce from the livelihood activities (soap, palm oil, honey, doughnuts) are marketed locally within the communities and surrounding villages. It is only in Oforikrom that the sale of soap has gone beyond the confines of the community and surrounding villages. At the time of the fieldwork, soap worth GHS 250.00²⁰ had been sold through an intermediary in Accra, the capital city of Ghana. While this effort is commendable, it is just one off and should be treated with cautious optimism. In the short to medium term, it is perhaps more important to concentrate on the local market and perfect the act of production before venturing into external markets.
53. Noteworthy evidence of backward and forward linkages were observed in Kroboase and Oforikrom as palm oil extractors sold their output (palm oil) to soap makers (a key input) with soap makers selling their produce - soap - to the palm oil extractors and other members of the communities.
54. Poultry and vegetables, however, have not posted encouraging results. In the case of poultry, and as noted earlier above, it achieved quite a high degree of success on an experimental basis when it was operated as a group venture. Each of the groups in Yirase and Wansema Camp were supplied 10 birds which they successfully raised. The realized revenue of GHS200 from the sale of the 10 birds at Yirase, for instance, was used to open the group bank account. Many of the beneficiaries (at Yirase and Wansema Camp) however lost the second round of birds supplied them when they started operating on individual basis. Each beneficiary was supplied 10 birds in February 2014, but the beneficiaries indicated having lost virtually all the birds at the time of the fieldwork. For example, a beneficiary in Wansema Camp (*Sumaila Anaba*) intimated that out of the 10 birds he received, only one is alive (at the time of the fieldwork). Seven of the birds died and he had to consume 2 of them because they were also on the verge of dying. While the beneficiaries attributed the problems to untimely supply of feed and medicines, it is important to note that this activity requires some level of sophistication to undertake as well as having conducive environment for raising the birds (see Annex 4 for photos of some of the coops where the birds are being raised). The very low level of education of the beneficiaries might be a factor in the failure of this option. Beneficiaries of the vegetables option started their activities only in the last 3 months by planting seedlings supplied them by the DAIs. At the time of the field visit, the beneficiaries (in Kroboase, Oforikrom and Apoli Beposo) had lost all they had planted as a result of the flooding of the farms by torrential rains.
55. Based on the above analysis, and on the evidence of observations and production records perused during the fieldwork, soap making, palm oil extraction and honey extraction seem to have a lot of potential and can be sustainable livelihood options. Even though bread making has not yet started, it is a fast moving consumable and can also find ready market in the communities and surrounding villages.

²⁰ GHS stands for Ghana Cedis (the local currency unit). At the going average exchange rate of US\$1 to GHS3, this works out to about US\$80.

4.8 Formation of cooperatives and opening of group accounts

56. One important outcome of the livelihood intervention has been the organization of the beneficiaries into groups to form co-operatives. Co-operatives have been formed in the Birim South communities. The process is ongoing in Wassa Amenfi West. The certificates of registration of the co-operatives formed in the 3 Birim South communities visited during the fieldwork are attached as Annex 7.
57. Group enterprises in all 6 communities, except Aboi-Nkwanta, have opened savings accounts with part of their initial revenues realized from the sale of items produced. Savings are kept at the Amenfiman Rural Bank and Akim Bosome Rural Bank by the Wassa Amenfi West and Birim South communities, respectively. While the Wassa Amenfi communities (Yirase and Wansema Camp) have separate bank accounts for each livelihood option, all the livelihood groups in Birim South (Oforikrom, Kroboase and Apoli Beposo), have joint savings accounts. At the time of the fieldwork, the groups have made one deposit each in their accounts, except Yirase (soap makers) and Oforikrom, which have made two (see Table 5).

Table 5: Bank deposits made by livelihood groups

| Name of community | Deposit no. | Date | Amount (GHS) |
|------------------------|-------------|-----------|--------------|
| Wansema Camp – Soap | 1 | 9-Apr-14 | 250 |
| Wansema Camp – Poultry | 1 | 21-Apr-14 | 370 |
| Yirase – Soap | 1 | 21-May-14 | 170 |
| | 2 | 24-Jun-14 | 70 |
| Yirase – Poultry | 1 | 28-May-14 | 200 |
| Oforikrom | 1 | 26-Jun-14 | 150 |
| | 2 | 26-Jun-14 | 50 |
| Kroboase | 1 | 9-Jun-14 | 105 |
| Apoli Beposo | 1 | 19-Jun-14 | 150 |

Source: Fieldwork, July 2014.

58. The highest amount of bank deposit is by poultry keepers in Wansema Camp, realized from sales revenue from poultry raised by the group on experimental basis and levies imposed on members. The other groups similarly raised the deposits in their respective accounts. While the least amount in a bank account is by livelihood groups in Kroboase, it was observed during the fieldwork that the groups (at Kroboase) had invested some of its revenues in raw materials (GHS220) and also hold a cash amount of GHS360. While these amounts are not very substantial, it is nevertheless encouraging given that the livelihood activities have been operational for only a few months. These savings have the potential of growing with time. Copies of savings accounts books of the groups are contained in Annex 8.

4.9 Outcomes and initial impacts of the livelihood services

59. The livelihood options in the communities visited are operational except for bread making which is yet to start in Kroboase and Apoli-Beposo both in the Birim South district. Although attempts have been made by the beneficiary groups in particular to keep records of their operations, significant lapses were observed. This may be attributed to the low levels of education in the communities (see Figure 3).
60. Observation of the production and sales records in addition to the interviews conducted reveal that the livelihood interventions in its current state is heavily dependent on free supplies of inputs provided by

ILO-IPEC. Besides, although training of beneficiaries in many of the livelihood options was done between August and October, 2013, actual production started for most beneficial communities between March and April 2014 due mainly to delay in the provision of start-up tools. Interactions with the DAAs pointed largely to delays in the release of funds by ILO-IPEC for the purchase and supply of the items. Hence, the time period between when production began and when the study is being carried out (July 2014) is too short to arrive at any meaningful conclusions regarding the impact of the livelihood intervention on the socio-economic circumstances (such as on incomes, food security, asset accumulation, savings, vulnerability, school attendance by children, amongst others) of beneficiary households. Nevertheless, the contributions made out of sales revenues towards the construction of production centres is one significant outcome of the intervention.

61. Majority of the livelihood services are group enterprises (soap making, bee keeping, palm oil extraction, bakery and pastries) whereas poultry keeping and vegetables cultivation are individual enterprises although beneficiaries were trained as a group. There has not been any distribution of profits by any of the group enterprises among members as of yet. Beneficiaries intimated in the FGDs that the ventures have just begun and the revenues realized so far are not substantial to warrant any sharing. No sharing formulas are currently in place, however. One significant finding among soap makers in Yirase and Wansema Camp is the private undertaking of this venture by some group members; three women in Yirase and two women in Wansema Camp are engaged in this private enterprise. While no records were produced to show for it, the women indicated that they have undertaken at least one production cycle and revenues from soap sales have been expended in various ways including supplementing household incomes for consumption, the payment of JHS examination fees of their children, and in one instance at Yirase, to support legal fees of the beneficiary's husband in a land dispute. Similarly, some poultry farmers in Yirase and Wansema Camp were able to sell their birds and the realized incomes have been expended in various ways, including on consumption, education and the opening of group bank accounts.
62. Table 6 presents self-reported costs and revenues realized from soap production by three women in Yirase.

Table 6: Self-reported costs and revenues from individual soap producers in Yirase

| Name | Comfort Nyame | Victoria Ayepa | Grace Badu |
|------------------------------|---|--|--|
| Age (years) | 46 | 36 | 43 |
| Marital status | Married | Married | Married |
| Community | Yirase | Yirase | Yirase |
| No. of children | 7 | 5 | 4 |
| No. of children 5-17 years | 5 | 5 | 2 |
| No. of beneficiary children | 1 | 5 | 1 |
| Livelihood option | Soap | Soap | Soap |
| Month of first production | March | January | May |
| Number of times produced | 4 | 4 | 1 |
| Initial investment in inputs | 150 | 250 | 150 |
| Revenue realized from sales | 185 | 330 | 420 |
| Implicit (gross) profit | 35 | 80 | 270 |
| How income (profit) used | Re-invested in inputs; paid JHS fees; household | Paid legal fees of husband in land dispute | Provide for basic school needs of children |

| Name | Comfort Nyame | Victoria Ayepa | Grace Badu |
|----------------|---------------|----------------|--|
| Other outcomes | | | Household no longer spends on soap purchases |

Source: Fieldwork, July 2014.

63. While the cost and revenue figures are self-reported, and could not be verified, the computed implicit profits indicate that the activities are profitable.
64. The group enterprises in all 6 communities with the exception of Aboi-Nkwanta have opened group savings accounts with the Amenfiman Rural Bank and Akim Bosome Rural Bank in the Wassa Amenfi West and Birim South districts, respectively, using part of the revenues from the sale of their outputs. The formation of co-operatives and the opening of group accounts are among some of the positive outcomes of the livelihood intervention in the communities.
65. No immediate correlation is observed or inferred between the livelihood interventions and school attendance by children in the communities possibly due to the fact that the livelihood services are still in their infancy and not grounded well enough to positively begin to affect children's school attendance through increases in household incomes. However, respondents in all 6 communities confirmed in group and individual interviews that the school renovations and in particular school supplies (school bags, shoes, books, pens, pencils, bicycles for long distant pupils, etc.) received by beneficiary children as part of the intervention has increased school attendance among children in the communities and encouraged the return of child labourers to school. A case in point is Apoli Beposo, where according to one community leader during a community interview, total school enrolment (Pre-school to Junior High School) was about 180 before the interventions but this has increased to over 300 in the current school term as a result of the awareness creation on child labour, the school supplies and ongoing school renovations in the community.
66. Although the livelihood interventions in the communities have been running for less than a year now and no significant impacts on socio-economic variables have yet been established, the intervention nevertheless has bright future prospects and has the potential of positively affecting the incomes of beneficiary households and communities as well as improving school enrolment among others only if the livelihood services are nurtured to mature. This assertion emerged strongly from the interviews conducted with the various stakeholders - beneficiary households and communities as well as partner implementing agencies - during the fieldwork. Beneficiary communities showed strong signs of commitment and enthusiasm towards the newly introduced livelihood services.

4.10 Sustainability of income generating activities by beneficiaries

67. Based on the performance, observations made and records on the livelihood options rolled out so far, soap making, beekeeping, and palm oil extraction seem to hold a lot of promise. Poultry keeping and vegetables cultivation have not performed well. Vegetables cultivation, though only started about 3 months ago, fared poorly in the Birim South district because the farms were rained off. This is an option that could and should succeed given that it is an activity beneficiaries are already familiar with.
68. Soap making can be sustained because there is demand for soap in all 6 communities as well as surrounding villages. The prospects for beekeeping is also quite high but would require a more aggressive marketing strategy to sell off the outputs. While palm oil extraction also has prospects, this activity depends on the supply of palm fruits. Thus oil palm cultivation could be encouraged as one of the non-cocoa options to feed the palm oil extraction process. This will help create further linkages.
69. The above notwithstanding, sustainability of the livelihood options introduced in the communities will require the commitment on the part of beneficiaries as well as all other stakeholders, including further

financial and technical support from the donor to succeed. It is too early to transfer the responsibility of sustaining the intervention to the beneficiaries. For more detail please see next section below.

4.11 Capacity of national and local stakeholders to sustain services

70. Interactions with some key stakeholders, namely, the NBSSI, the Department of Co-operatives, MOFA and COCOBOD at the district level (Wassa Amenfi West and Birim South) points to a general commitment to continue providing services to households and communities that have benefitted from the livelihood interventions as part of their core mandates.
71. The NBSSI, for instance, was contacted by the DAAs to directly train or engage the services of experts to train beneficiaries on livelihood options such as soap making, beekeeping and poultry keeping. Interactions with the NBSSI indicates that the beneficiary households and communities have been captured in its database for purposes of regular monitoring and technical support. The NBSSI further noted that a key requirement for further assistance from it is for the beneficiaries to organize themselves into groups/co-operatives so as to benefit from the rural financing facilities the NBSSI has with Participating Financial Institutions (PFI).²¹ The NBSSI is now registered as a non-bank financial institution and has the mandate to ensure institutional or group development by organizing stakeholder meetings to leverage resources.
72. Similar views were expressed by officers of the COCOBOD, MOFA and the Department of Co-operatives that were interviewed in the two districts towards the beneficiary communities. The formation of youth clubs in the 10 beneficiary communities in the Birim South district for the youth between the ages of 15 and 17 years and beyond, who have preference for agriculture and their subsequent enrolment into farmer business schools where they are provided with training in basic accounting principles and economics and awarded certificates to ensure that they benefit from any future services by COCOBOD's community extension services (such as free cocoa spraying and distribution of fertilizer) as well as an awards scheme for the best youth farmer, are some of the services currently being rendered by the COCOBOD in the Birim South district, for instance.
73. While the technical capacities exist, the ability of these agencies to continue to render services to the communities is largely dependent on their financial capacities. These agencies are largely subvented organisations that depend on funding from the national level. Officers of the Department of Co-operatives and MOFA interviewed in both districts, in particular, have intimated that their ability to carry out their mandates with respect to follow ups on groups and co-operatives as well as the provision of extension services to the communities largely depend on government subventions. Thus, delays in the release of funds or the non-release of funds altogether, would severely constrain the effectiveness of the services these agencies are expected to render to the beneficiary communities. Some of the agencies noted that they sometimes have had to rely on the benevolence of NGOs to be able to discharge their duties. These situations clearly pose challenges to the sustainability of the livelihoods interventions.

4.12 Challenges

74. Admittedly, an incredibly huge amount of work (ranging from rallying all stakeholders/implementing partners to sensitization of communities about child labour, needs assessment in the communities, training activities by the various implementing partners, to the roll out of the livelihood services, etc.) have been done by the project implementing team and other actors within a very short time period. This is highly

²¹ PFIs are selected Banks and Micro Finance Institutions at the district level coordinated by NBSSI.

commendable. Some factors have however, militated against the realizing of the full potentials of the livelihood intervention, even over the short term.

75. The relatively short time period to implement the livelihood services across 40 communities concurrently over a period of less than 12 months proved to be daunting. The lag between training and actual take off of production in most beneficial communities comes in for blame. For instance, soap makers in Apoli Beposo received training in the latter part of 2013²² but started actual production in April, 2014. In Kroboase, respondents noted receiving training in the last quarter of 2013 but began production in April 2014. Aboi-Nkwanta is no exception; soap makers received training in August, 2013 while actual production began in March 2014. Soap makers in Oforikrom started operation in May 2014 although they had received training in the last quarter of 2013. Their counterparts in palm oil extraction commenced production in January 2014 even though training was acquired in August 2013. Similar lags between training and actual production were observed in Wansema Camp and Yirase. Clearly, the delay in starting actual production across the communities mainly due to the late provision of start-up tools slowed down the process as actual production for the various livelihood services rolled out in the communities have been actively ongoing only in the last 3 months prior to the field visits in July 2014. The late supply of inputs emanated largely from delays in the release of funds by ILO-IPEC to the DAIAAs. Indeed, a common theme that run through the contributions from stakeholders at a workshop organized by ILO-IPEC after the fieldwork was the cumbersome nature of ILO procedures that slowed the implementation of the livelihoods project, including delays in the release of funds for critical aspects of the project.
76. Besides, a major challenge observed in all 6 communities visited is the poor nature of record keeping. Although, beneficiaries have at least one record book for each livelihood activity, the entries in most of the books did not capture clearly the costs and revenues from each production cycle. Some entries were without dates and required a great deal of probing to glean bits of information concerning operations so far (see Annex 9). There were clear lapses (understatement of expenditure or costs in particular) which surfaced in the process of trying to reconcile figures recorded in the books. The inaccurate nature of the records makes it difficult to objectively assess in quantitative terms the profitability or otherwise of the livelihood ventures.
77. There were several instances during the focus group discussions where beneficiaries could not tell precisely the dates (month and year) they received training as well as the duration, when they received start-up items and the date of first production. Admittedly, most of the respondents have very low levels of education and since the beneficiaries are predominantly farmers and not businessmen they would perhaps require further training in order to grasp the basics of record keeping.

²² Respondents were not definite about the month in which training was received.

5. Conclusions

78. The following conclusions can be drawn from the implementation of the livelihoods component of the CCP project:

- **Time too short:** A lot of preparatory and ground works, (including engagement with various stakeholders, consultations with beneficiary communities, etc.) have been done within a very short time period to enable the roll out of the livelihoods services in the communities. The time available for the implementation of the livelihoods aspect of the project, however, was too short.
- **Dependence on ILO-IPEC support:** The livelihood intervention in its current state is dependent on free supplies of inputs supplied by ILO-IPEC.
- **Too early for livelihood options to post significant results:** Active engagement in livelihoods activities by the beneficiary communities have occurred in the last 3 to 4 months. Not enough time has passed for the effects of the interventions to be clearly discerned. Thus it is too early for the livelihood activities to post any significant results to enable any objective quantitative and/or qualitative assessment of impacts on the socio-economic well-being of the communities.
- **Great enthusiasm on the part of beneficiaries and IAs:** Beneficiaries are very enthusiastic about the livelihood services, while the implementing agencies/partners have demonstrated the commitment to support the livelihood activities. However, access to adequate and timely financial and other resources poses a threat.
- **Alternative livelihoods not a substitute for agriculture:** It is important to emphasize that while evidence from the field visits shows great enthusiasm and optimism on the part of beneficiary communities, these livelihood alternatives, particularly, the non-agricultural components should not be seen as a panacea for solving child labour and the poverty problems of the communities. At best these alternative livelihoods can only complement the agricultural activities of the communities and not act as a substitute to it. In the long term, agriculture (cocoa and non-cocoa) still holds greater promise for transforming the economic and social lives in these communities. Thus it is imperative that the interventions introduced do not lead to a de-emphasizing of agriculture or promotion of non-farm activities at the expense of agriculture.

6. Lessons learned

79. One major lesson learned from the implementation of the livelihoods component of the CCP project:
- Projects of this nature require time for the impacts to emerge. However, ILO-IPEC procedures contributed to the late commencement of the livelihoods component of the CCP project. The delay in the actual commencement of the project could be minimised if the project set-up process is localised and expedited to give more time for actual implementation.

7. Emergent good practices

80. The interviews and observations made during the fieldwork have revealed that the beneficiaries are enthusiastic about the alternative livelihoods services that have been introduced in their communities.
81. The following good practices emerged from the study, which could be replicated in other communities and settings:
- **Striking linkages developed between various livelihood options:** This occurred at Kroboase in the Birim South district, where soap producers have bought palm oil produced by palm oil extractors for soap production.
 - **Possibility of winners/entrepreneurs to emerge from group activities:** This happened at the Yirase and Wansema Camp communities in the Wassa Amenfi West district, where some individual women involved in group soap making have successfully ventured into private production.
 - **Formation of agriculture clubs to improve farming activities:** The formation of youth clubs in 10 communities in the Birim South district for the youth between the ages of 15 and 17 years and beyond who have preference for agriculture and their subsequent enrolment into farmer business schools where they are provided with training in basic accounting principles, economics and awarded certificates to enable them benefit from COCOBOD's community extension services (such as free cocoa spraying and distribution of fertilizers, etc.).
 - **Involvement of key social partners in project design and implementation:** The involvement and co-ordination of key stakeholders such as the NBSSI, MOFA, and the Department of Co-operatives, among others at the outset of the set up process has helped to create the needed awareness, synergies and institutional interest in the livelihoods intervention.

Annexes

Annex 1: Terms of Reference



International Labour Organization

FPWR-International Programme on the Elimination of Child Labour (IPEC)

Version
23.06.2014

Sub study to contribute to the Expanded Final Evaluation (EFE) of the project “Towards child labour free cocoa growing communities in Côte d’Ivoire and Ghana through an integrated area based approach - CCP”

“Effectiveness of the Livelihoods component of the CCP Project

I. Background and Justification

1. The aim of the International Programme on the Elimination of Child labour (IPEC) is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour - in cooperation with employers’ and workers’ organizations, non-governmental organizations and other relevant parties in society- is the basis for ILO-IPEC action. ILO-IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes strengthening national capacities to deal with this issue, legislation harmonization, improvement of the knowledge base, raising awareness on the negative consequences of child labour, promoting social mobilization against it, and implementing demonstrative direct action programmes (AP) to prevent children from child labour and remove child workers from hazardous work and provide them and their families with appropriate alternatives.
2. In ILO-IPEC intervention strategy within the direct action in communities, a central component is the improvement and diversification of the livelihoods of the target households. This component is implemented in partnership with local and national government agencies, local authorities and NGOs with specific expertise in selected types of productive and services subjects. The aim is that the outcome of the direct action will be the improvement of households’ income to contribute to elimination of child labour and strengthening of the implementing agencies to continue expanding their services to households.
3. The CCP Project is implemented in 40 communities in Cote d’Ivoire and 40 communities in Ghana since January 2011 and will end in August 2014. The project has 5 immediate objectives:
 - IO.1.** By the end of the project target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour in their communities.
 - IO.2.** By the end of the project boys and girls in cocoa growing communities will have improved access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school.
 - IO.3.** By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods.

IO.4. By the end of the project national capacity to deploy an appropriate CLMS framework to measure progress towards the elimination of child labour through an IAB approach will be improved.

IO.5. By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced.

4. While the five IOs work under an integrated strategy, for the current study are especially relevant IO3 “By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods” and IO.5. By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced”.
5. The project, with the support of an ILO-IPEC technical project implemented by the UCW Project, developed a “randomized control trial” (RCT) impact evaluation design for the project whole set of interventions package in Ghana, based on a comprehensive baseline and with planned follow-up surveys at the end of the project. For Cote d’Ivoire a “Before and After” assessment of changes in the communities’ model was designed with a repeat baseline planned. However, the follow-up surveys will not be implemented within the period of the project due to unavailability of funds.
6. The baseline studies are expected to play a central role in this sub-study to identify the key variables where it will focus on and to identify potential trends according to data collected in the purpose sample to be applied.

The study within the CCP Expanded Final Evaluation

7. ILO considers evaluation as an integral part of the implementation of technical cooperation activities. Provisions are made in all projects in accordance with ILO evaluation policy and based on the nature of the project and the specific requirements agreed upon at the time of the project design and during the project as per established procedures.
8. For larger and significant projects when feasible an Expanded Final Evaluation is developed. It entails conducting sub-studies in addition to the usual evaluation process in order to provide more in-depth understanding on some of the project outcomes and impacts. The current sub-study is therefore a component of the CCP Expanded Final Evaluation to be managed by the Evaluation and Impact Assessment section of ILO/FPRW-IPEC.
9. To facilitate the effective integration of the findings of this study in the EFE, the evaluation team leader will provide technical support to this study and will incorporate the findings in the evaluation process and in the project final evaluation report of the CCP project.

II. Purpose and Scope

10. The purposes of the sub-study are:
 1. To provide quantitative and qualitative evidence for case study communities and households of the project outcomes and initial impacts achieved (i.e. increase of household incomes and return of child labourers to school due to increased incomes) regarding improving productivity of current activities and new income generating activities (IGA) and their level of potential sustainability.
 2. To assess the relevance of the livelihoods activities offered to the beneficiaries.

3. To assess the sustainability of the livelihoods interventions.
 4. To assess the quality of the technical support received by households and communities by the project supported implementation agencies (i.e. government and non-governmental organizations)
 5. To analyse the capacity of the implementation agencies for livelihoods and the support received by the project to face any capacity challenge
 6. To analyse the articulation of the technical support services available and the national and local government and community authorities to continue providing support to the households to continue operating the new IGAs as well as the increase in productivity in current productive activities.
 7. To identify lessons for national and local stakeholders, IPEC and the donor regarding scale up and replicability of this type of interventions in relation to CL elimination
11. The sub-study will centre on the community and household. Other actors will be interviewed with the objective of understanding the outcomes and sustainability on the HHs livelihoods and its effect of the existence on child labour in these HHs.
 12. The study should contribute to understand and document the process rolled out by the project and their effects within the sampled households and communities, in their quantitative and qualitative dimensions.
 13. The sample will be purposive, with successful and not so successful cases in order to obtain lessons. The intention is not to measure the impact of the project in the total target group, or to extrapolate results, but to analyse cases for learning based on rigorous documentation.
 14. The sub study is expected to consider all contributing factors to the achieved results in terms of areas identified such as understanding of child labour operational concept, role of community action plans in improving livelihoods, access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school and improving livelihoods towards a sustainable manner.
 15. The results of the study will be used to support the findings of the expanded final evaluation. For more details on the integration of the sub-study in the Final evaluation (FE), please refer to the FE ToRs.

III. Suggested Aspects to be Addressed

16. The study can include the following variables:
 - i. Household level
 - a. Household composition: age, sex, level of education, etc.
 - b. Activities of HH's members (i.e. children labour and school attendance)
 - c. Expected alternative livelihoods requested
 - d. Support received from the project: quantity and quality of training process, relevance and timeliness
 - e. Understanding and perception of child labour
 - f. Household incomes from livelihoods activities promoted (i.e. use of additional income in, for instance, new assets)
 - g. Household incomes
 - h. Return of child labourers to school and potential link to increased incomes
 - i. Other significant changes due to project support in livelihoods
 - ii. Community and local government

- a. Services for households available in such areas as social infrastructure (e.g. roads, market, etc.), training services, market information
- b. Enabling regulations framework
- c. Integration of HHs demands for better livelihoods in community and district action plans
- d. Link of diversification of livelihoods (i.e. IGA) with education in the district
- e. Link of promotion of IGA and child labour in planning and coordination of local agents

iii. Local and national services (government, NGOs and private sector)

Access, quality, opportunity and relevance of the service delivered to households in:

- a. Microfinance
- b. Training
- c. Provisions of inputs (seeds, tools, machines, etc.)
- d. Technical advice (i.e. marketing)

Note: all variables should be considered linked to project interventions and their influence to the three levels mentioned (Households, Community and local government, and local and national services).

IV. Methodology

17. Under the supervision of the team leader for the EFE, two national consultants will design and implement the sub-study for the assigned country. One national consultant will be in charge of Cote d'Ivoire and a second national consultant will be in charge of Ghana.
18. The sub-study will select a total of 4-6 communities from 2-4 districts by country.
19. The study will include the following steps:
 - a. Work plan: methodology, selected communities and HHs including criteria followed for selection, research questions and variables to use to answer them, techniques to apply, list of expected type of persons to interview, outline of the report and instruments to be applied developed by the national consultant in close coordination with the team leader of the EFE.
 - b. Consistency of methodology and tools to be applied in the two countries through close coordination of the team leader of the EFE and the sub-study national consultants (one per country)
 - c. Field work: visit to all communities and districts in person for interviews, focal groups
 - d. Draft bullet points report on findings, lessons learned and emergent good practices
 - e. Presentation of initial finding to the stakeholders workshop of the EFE (Accra in July 24th for the Ghana study and Abidjan in August 14th for the Cote d'Ivoire study)
 - f. Sub study report: draft and final version in English for Ghana and French for Cote d'Ivoire
20. The sub-study should apply as much as possible triangulation of information through sources and techniques of data collection.
21. Techniques should include: individual and group interviews, focus groups, observation and review of documentation and records
22. The sub-study report should include the following sections:
 - a. Executive summary
 - b. Methodology of the study (including limitations)
 - c. Findings
 - d. Conclusions

- e. Lessons learned
 - f. Emergent good practices
- Annexes: TORs, work schedule, list of people interviewed, etc.

23. This report is not intended to be a ‘stand-alone’ document. Rather the findings and conclusions of it will be integrated into the FE report.
24. The national consultant is the final responsible and author of the sub study report that will be produced to integrate the FE report
25. The following are the precise profile and responsibilities of the consultant. The consultant will work under the supervision of the EFE team leader who will provide technical assistance in the preparation of sub-study tools and methodology and in reviewing the analysis and reporting of the sub-study.
26. For more details about the role of the EFE team leader please see the TORs of the FE

| Responsibilities | Profile |
|--|--|
| <ul style="list-style-type: none"> • Review of projects documents regarding the livelihood component and other project documents • Development of the sub-study methodology • Analysis of data • Presentation of main findings in a bullet-point style report • Make a presentation to the evaluation stakeholders’ workshop • Finalise the report | <ul style="list-style-type: none"> • No prior involvement with the project if possible • Relevant background in social or economic development; • Relevant country experience in rural areas, preferable in the project target districts • Relevant knowledge and experience in social research as independent consultant, especially on livelihoods • Experience in working independently under constraints for timely deliver with minimal supervision • Experience in the area of household economic development in rural areas and in child labour issues and rights-based approaches in a normative framework are highly appreciated. • Fluency in English for Ghana and French for Cote d'Ivoire and local languages of project target communities required • For Cote d'Ivoire capacity to read English is required |

27. Summary schedule

| Phase | Duration | Dates Ghana | Dates Cote d'Ivoire |
|--|----------|-----------------|---------------------|
| Desk review and outline of the Work plan | 5 days | 30 June-4 July | 30 June-4 July |
| Field work | 12 days | 7-22 July | 28 July-12 Aug. |
| Presentation in evaluation workshop | 1 day | 24 July | 14 Aug. |
| Draft report | 5 days | 28 July- 1 Aug. | 18-22 Aug. |
| Final report | 1day | 6 Aug. | 25 Aug. |
| Total | 24 days | | |

V. Expected Outputs of the Study

28. The expected outputs to be delivered by the consultant for the sub-study are:
- a. Work plan: data analysis plan and methodology

- b. Initial bullet points-style report on methodology, findings, lessons learned and emergent good practices
 - c. Presentation of initial finding to the stakeholders workshop of the EFE (Accra in July 24th or Abidjan in August 14th)
 - d. Sub study report: draft and final version in English for Ghana and French for Cote d'Ivoire. Analytical report presenting the data and key analysis. This report is not intended to be a 'stand-alone' document. Rather the findings and conclusions of it will be integrated into the FE report.
 - e. Electronic version of the raw data for further analysis
29. The total length of the report should be a maximum of 20 pages for the main report, excluding annexes. The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low.
30. The document will be prepared and delivered in English for Ghana and in French for Cote d'Ivoire.
31. All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided both in paper copy and in electronic version compatible for Word for Windows. Ownership of data from the evaluation rests jointly with ILO-IPEC and the consultants. The copyright of the report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of ILO-IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

VI. Resources and management

Resources

32. The resources required for this study are:
- Fees for a consultant for 24 work days
 - Fees for DSA in project locations.
 - Travel from consultant's home residence to field areas in Ghana and Cote d'Ivoire in line with ILO regulations and rules.
 - For the field phase local travel in-country logistically supported by the project.
33. A detailed budget is available separately.

Management

34. The consultant will report on all technical matters to ILO/IPEC EIA in Geneva and should discuss any technical and methodological issues with EIA and the final evaluation team leader, should they arise.
35. The team leader will have an active role in provide technical advice to the sub-study national consultants.
36. IPEC project officials and the ILO Office in Ghana and Côte d'Ivoire will provide administrative support during the sub-study exercise.

Annex 2: Work plan and methodology

1 Introduction

The Livelihoods Component of the CCP Project is a central component of the ILO-IPEC intervention strategy being implemented in 40 communities in four districts in Ghana aimed at the improvement and diversification of livelihoods of households in the targeted communities.

The livelihood component is being implemented in partnership with local and national government agencies, local authorities and NGOs with specific expertise in selected types of productive and services subjects. The aim of the outcome of the direct action will be the improvement of households' income to contribute to the elimination of child labour and strengthening of the implementing agencies to continue expanding their services to households.

The CCP Project has 5 immediate objectives, with the livelihood component focusing on two of the 5 immediate objectives of the CCP, namely;

IO.3. By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods.

IO.5. By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced.

The livelihood services being provided to selected households in the 40 communities are:

- a) Employment services – this entails the promotion of employment opportunities and development of skills in non-agricultural (or off farm) alternative livelihood activities in areas such as soap making, bakery, petty trading and processing of agro-produce.
- b) Income generation activities – entails enhancing productivity in cocoa and non-cocoa agricultural production, including vegetables cultivation and poultry. Training is also offered in functional literacy and households are also linked with microfinance institutions for loans and savings facilities to strengthen their businesses.
- c) Social protection services – advocacy and linkage to rural and social development programmes, namely, education, health, rural water supply, roads, etc., as well as training in occupational safety and health.

In addition, the capacities of the implementing agencies, both governmental and NGOs, at national and local levels are being enhanced for continued rendering of services to the communities.

The roll out of the livelihood services has been ongoing since the last 12 months.

2 Research Questions

The questions emerging from the above are:

- a. How relevant are the livelihood services offered to beneficiary households?
- b. What is the quality of the technical support received by households and communities in the various livelihood services?
- c. To what extent have the livelihood services improved the productivity of households in both agricultural and non-agricultural income generating activities?
- d. What are the outcomes and initial impacts of the livelihood services on household incomes or asset accumulation, etc.?

- e. What impact has the livelihood services had on school attendance of children and the return of child labourers to school?
- f. How sustainable are the livelihood interventions?
- g. Have the capacities of the implementing agencies been sufficiently built to continue providing services to household and communities?
- h. What lessons have been learned by various stakeholders regarding scale-up and replicability of this type of interventions in relation to child labour elimination?

3 Objectives

Following from the research questions, the objectives of the study are to investigate the following:

1. The relevance of the services offered households and communities.
2. The quality of the technical, financial and management training offered households and communities.
3. Outcomes and initial impacts of the livelihood services on household incomes, asset accumulation as well as revenues and profits from group enterprises.
4. Any correlation between new/improved livelihoods and changes in school attendance and return of child labourers to school.
5. Whether the beneficiary households and communities can sustain the income generating activities/alternative livelihood services provided them.
6. Analyse the technical capacities of national and local implementing partners to continue rendering services to households and communities and ascertain specific areas which require attention for the sustenance of the intervention.
7. Identify lessons learned by national and local stakeholders as well as donors for possible scale up and replication of this type of interventions pertaining to CL elimination.

4 Expected Outputs of the Study

The expected outputs to be delivered by the consultant for the sub-study are:

- a. Work plan: methodology and data analysis plan
- b. Initial bullet points-style report on methodology, findings, lessons learned and emergent good practices
- c. Presentation of initial finding to the stakeholders workshop of the EFE in Accra on July 24th
- d. Sub-study report: draft and final version
- e. Electronic version of the raw data for further analysis

5 Approach and Methodology

5.1 Design

The primary objective of the study is to assess the effectiveness of the livelihoods component of the CCP Project. The sample frame for the study consists of beneficiary communities and households under the CCP Project as well as the implementing agencies, namely, local and national government agencies, local authorities and NGOs.

Direct interviews will be conducted with sampled beneficiary households as well as with local implementing agencies. Focus group discussions will be conducted with selected groups in the sampled communities. Participant observation will be applied wherever necessary to illicit relevant information about the livelihood services.

5.2 *Selection of Districts and Communities*

Two out of four districts, namely, Wassa Amenfi and Birim South, have been selected for the study. The districts were selected by the ILO team. A total of six communities (three per district) have been selected out of ten short-listed communities (5 per district) by the consultant in consultation with the ILO team. The Wassa Amenfi communities are 1) Yirase; 2) Nwansema Camp; and 3) Aboi Nkwanta. The Birim South communities are 1) Oforikrom/Aboabo; 2) Kroboase; and 3) Apoli/Beposo. The selection of communities was purposive with the objective of capturing both communities with successful and those with not-so-successful results for study. The selection also took into consideration distance of the community from a main road. Thus the selection captures both communities nearer to and farther from a main road.

The successful cases are Yirase and Nwansema Camp in Wassa Amenfi and Oforikrom/Aboabo and Kroboase in Birim South. The not-to-successful cases are Aboi Nkwanta in Wassa Amenfi and Apoli/Beposo in Birim South.

5.3 *Study Instruments*

Semi-structured questionnaires have been designed and will be used in interviewing beneficiary households and implementing agencies. Interview/discussion guides have been developed to facilitate FGDs with livelihood groups in selected communities. Household, community (group) and implementing partner question guides are attached as Annexes 2, 3 and 4 respectively.

5.4 *Data Collection*

Data will be collected through direct interviews and FGDs with selected households, implementing agencies and livelihood groups in the selected communities as well as brief interviews with some community leaders (formal or informal leaders) to capture their perception on the livelihoods interventions and its impact on household incomes and CL reduction in their communities. The baseline survey data will be a useful reference in selecting the communities and the households to be interviewed. These will be facilitated by the consultant with assistance from a research assistant who will be responsible for taking notes. All interviews will be digitally recorded.

5.4.1 *Household level*

Household interviews will be conducted for livelihood services that benefitted an individual in a household.

In Wassa Amenfi, five households each who have benefitted from training in poultry farming will be interviewed at Yirase and Nwansema Camp, while one household each with members benefitting from group training in beekeeping and soap making will be interviewed at Aboi Nkwanta.

In Birim South, five households each who have benefitted from training in vegetables farming will be interviewed at Oforikrom/Aboabo, Apoli Beposo and Kroboase.

The choice of livelihood activities is informed by the services that have been rolled out in the selected communities.

Beneficiary households to be interviewed would be randomly selected from a list of all beneficiary households to be provided by the direct action implementing agencies; i.e. local NGOs.

5.4.2 *Community level*

Community interviews, in the form of FGDs, will be conducted for groups who have received training jointly in particular livelihood services and are undertaking these activities as a group.

In Wassa Amenfi, one interview each for group of persons trained in soap making will be conducted in Yirase and Nwansema Camp, while two group interviews will be conducted in Aboi Nkwanta; one for soap making, and the other in beekeeping.

In Birim South, the two group interviews will be conducted in each of the three communities as follows: 1) Oforikrom/Aboabo – Palm oil extraction and soap making; 2) Kroboase – Palm oil extraction and bakery; and 3) Apoli/Beposo – Bakery and soap making.

Again the choice of group livelihood activities is informed by the services that have been rolled out in the selected communities.

5.4.3 *Local and National Services*

A number of local and national level implementing agencies have been involved in providing training and services to the communities. Interviews will be conducted with these agencies to find out the nature and quality of services provided and to ascertain their capacities to continue rendering services to the communities to ensure sustainability.

The following agencies will interviewed at the district level:

- 1) NBSSI
- 2) Department of Cooperatives
- 3) COCOBOD
- 4) MOFA
- 5) Direct action IAs (CAYDNET and GLORI)

5.5 *Data Analysis and Preparation of Report*

Data collected through the (recorded) interviews will be transcribed and analysed with emphasis on recurring themes on the success factors, challenges and/or constraints of the various components of the livelihood services. Quantitative indicators and trends gathered from the interviews will be analysed and reported. A final report together with electronic datasets will be submitted at the end of the study.

The baseline survey reports will also serve as reference material in the data analysis where as much as possible, comparisons between household and community results in the baseline and findings from the livelihood analysis.

The analysis will also include photos as visual testimonies of the impacts of the livelihood interventions on households and communities.

6 Outline of Report

The final report will have the following structure.

1. Executive Summary
2. Introduction
3. Methodology (including limitations of the study)

4. Findings
5. Conclusions
6. Lessons Learned
7. Emergent good practices
8. Annexes

7 Work Plan

The work plan to be followed for this assignment is as follows:

- | | | |
|--|---|---------------|
| 1. Development of methodology and work plan | - | 4-10 July |
| 2. Meetings with ILO Team & selected IAs | - | 7-10 July |
| 3. Fieldwork | - | 13-19 July |
| 4. Preparation of initial findings (bullet points) | - | 21-23 July |
| 5. Presentation at evaluation workshop | - | 24 July |
| 6. Preparation of draft report | - | 26 Jul-1 Aug. |
| 7. Final report and submission of data | - | 6 Aug. |

The Schedule for the fieldwork is presented in the Annex 1.

Schedule for field visits by livelihoods consultant

| | | | | | |
|--------------------|---|--|--------------------|----------------------------------|--|
| Sunday, July 13 | Travel to Wassa | | | | |
| Monday, July 14 | Meetings - Community level: Beneficiaries (Children and Families) - District/local stakeholders - Implementing Agencies | - Household Interviews in Yirase | 8:30am –10:30am | Yirase Community | |
| | | - Focus Group Discussions | 10:30am –12:00noon | Yirase Community | |
| | | Lunch time 12:15pm – 1:15pm | | | |
| | | - Meeting with NBSSI | 1:30pm – 2:30pm | NBSSI Office | |
| | | - Meeting with Dept. of Co-operatives | 2:45pm – 3:45pm | Office of Dept. of Co-operatives | |
| | | - Meeting with COCOBOD | 3:50pm – 4:50pm | COCOBOD office | |
| Tuesday, July 15 | | Household interviews at Nwansema Camp | 8:30 – 10:30am | Nwansema Camp community | |
| | | Focus Group Discussions | 10:30am –12:30pm | Nwansema Camp community | |
| | Return to Asankaragua - Lunch Time: 1:30–2:30pm | | | | |
| | | Meeting with MOFA | 2:30pm to 3:30pm | MOFA Office | |
| | | Meeting with Implementing Agency (GLORI) | 3:50pm – 4:50pm | IA's Office | |
| Wednesday, July 16 | | Household interviews at Aboi Nkwanta | 8:30am –10:30am | Aboi Nkwanta Community | |
| | | Focus Group Discussions | 10:30am –12:30pm | Aboi Nkwanta Community | |
| | Lunch time/Travel to Birim South District 12:30pm | | | | |
| Thursday, July 17 | | Household interviews at Oforikrom/Aboabo | 8:30am–10:30am | Oforikrom/Aboabo community | |
| | | Focus Group Discussions | 10:30am –12:30pm | Oforikrom/Aboabo community | |
| | Lunch time 12:30pm–1:30pm | | | | |
| | | - Meeting with NBSSI | 1:30pm – 2:30pm | NBSSI Office | |
| | | - Meeting with Dept. of Co-operatives | 2:45pm – 3:45pm | Office of Dept. of Co-operatives | |
| Friday, July 18 | | - Meeting with COCOBOD | 3:50pm – 4:50pm | COCOBOD office | |
| | | Household interviews at Kroboase | 8:30am –10:30am | Kroboase community | |
| | | Focus Group Discussions | 10:30am –12:30pm | Kroboase community | |

| | | | | |
|------------------------|--|--|-------------------|------------------------|
| | | Lunch Time 12:30pm – 1:30pm | | |
| | | Meeting with MOFA | 1:30pm – 2:30pm | MOFA Office |
| | | Meeting with Implementing Agency (CAYDNET) | 2:30pm – 3:30pm | IA's Office |
| Saturday, 19 July | | Household interviews at Apoli/Beposo | 8:30 – 10:30am | Apoli/Beposo Community |
| | | Focus Group Discussion | 10:30am – 12:30pm | Apoli/Beposo Community |
| Return to Accra 1:30pm | | | | |

Annex 3: Study instruments

Household interview guide - Consent form

Implementation of livelihood services to households in your community is part of a broader strategy of ILO-IPEC aimed at the progressive elimination of child labour. The aim of the outcome of the direct action is to improve households' income to aid the elimination of child labour and strengthen the implementing agencies to continue expanding their services to the households.

This interview is to help ascertain the effectiveness of the livelihood services received by your household and to seek ways of enhancing and sustaining it.

Kindly note, that your participation in the study is completely voluntary. There are no known risks if you decide to participate in this study. The information you provide will be used solely for the purposes of this study. The interview will take between 20 and 30 minutes.

Please check against each of the following statements to indicate your consent to participate in the study.

| | | |
|----|---|--|
| 1. | I confirm that I have read and understood the information provided about this study (or it has been read to me in a language I understand) and have had the opportunity to ask questions. | |
| 2. | I understand that my participation is voluntary and that I am free to withdraw at any time, without giving any reason. | |
| 3. | I agree to take part in the study. | |
| 4. | I agree to the use of anonymised quotes in reports. | |
| 5. | I agree to the audio recording of the focus group discussion. | |

| Full Name of Participant | Date | Signature |
|--------------------------|------|-----------|
| | | |
| Name of Researcher | Date | Signature |
| | | |

Questions for the household

To household member receiving the support:

1. Age: _____

2. Male Female

3. Community of Residence: _____

4. Educational background: _____

5. Marital status: _____

6. Are you the head of household? Yes No

7. What is your main occupation/profession? (PRIMARY OCCUPATION)

8a) Do you do any other work apart from what you mentioned above? (i.e. SECONDARY OCCUPATION)

Yes No

8b) If Yes, please state or describe: _____

9. Provide demographic information on other members of the household

| Name | Age | Sex | Relationship to HH head | Level of education | Occupation |
|------|-----|-----|-------------------------|--------------------|------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

9a. Are there children of this household who are beneficiaries of the CCP interventions, i.e. educational supplies for school?

9b. If yes how many are they?

9c. What sort of support have they received or been receiving?

9d. Is the household (child/children) happy with these supplies? Are these supplies adequate? Has it had any positive impact of children's school attendance?

10. Are there other members (other than children and yourself) of this household who are beneficiaries of the project, i.e. livelihood services?

10a. If yes, how many are they?

10b. What sort of support have they received?

11a. Do you have children aged 5-14 years and 15-17 years in the household who are currently not in school?

5-14 years Yes No

15-17 years Yes No

11b. If yes, why are they not in school?

5-14 years _____

15-17 years _____

11c. If yes, how many are they?

5-14 years _____

15-17 years _____

12. Compared to last year and two years ago, do you have more or less children aged 5-17 years who are not in school?

Last year _____ Last two years _____

About Livelihood Support Received by Household

13. What livelihood option are you benefitting from? [Eg. Bakery, vegetables farming, soap making, petty trading, etc.]

14. When did you receive the first training for this livelihood option? Year and month.

15. How long did the first training last?

16. When did you receive the most recent training for this livelihood option? Year and month.

17. How long did the most recent training last?

18. How many times did you receive the training?

19. What were some of the things you were taught? Tick and elaborate below.

| Technical | Financial | Management | Marketing | Numeracy Skills | Other (Specify)..... |
|-----------|-----------|------------|-----------|-----------------|----------------------|
| | | | | | |

20. Was the training useful? If no, please elaborate.

21. Was it adequate? If no, please elaborate.

22. Do you think there are aspects of the livelihood programme that should be improved?

23. If yes, mention some of those aspects which need improvement.

24. How well do you think the training has equipped you to carry out this livelihood activity?

25. What are some of the start-up items you received? Was it adequate?

26. When did you start operation?

27. Have you produced any outputs yet?

28. If yes, how much output have you produced and sold in the last few months. (Indicate unit of measure)

| Month/year | Quantity produced | Quantity sold |
|------------|-------------------|---------------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

29. If no output produced or sold, why?

30. Is there demand for your produce? Elaborate if no.

31. Are there problems with demand or marketability of your produce?

32. Where and who are your major markets for the produce?

33. Indicate your estimated cost and revenue in each of the months? See Q28.

| Month/year | Cost | Revenue |
|------------|------|---------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

34. How do you use the profits realised? E.g. re-investment in physical capital (assets), human capital (education and health of children), saved with MFI (financial assets), etc.

35. Do you save with micro finance institutions?

36. If no, why?

37. If yes, how much in the last few months? Indicate month and average amount.

38. Are you able to access loans from MFIs?

39. If no, why?

40. If yes, how much in the last few months. Indicate month and amount.

41. Did you require a collateral?

42. If yes, what was used as collateral?

43. Do you think the training you have acquired and the livelihood option you are pursuing has had any impacts on your well-being or has the potential (future prospects) of improving your well-being? Please, elaborate.

44. What impacts have your selected livelihood option had or is likely to have on your household's well-being in terms of income, food security, asset accumulation (financial, physical), health, empowerment, reduced vulnerability, children's education, return of child labourers to school, etc.?

| Category | No Impact | Low | High | Very High |
|-------------------------------------|-----------|-----|------|-----------|
| Income | | | | |
| Food Security | | | | |
| Asset Accumulation | | | | |
| Health | | | | |
| Empowerment | | | | |
| Reduced vulnerability | | | | |
| Children's Education | | | | |
| Return of child labourers to school | | | | |

45. How has your livelihood option influenced/impacted on your social capital i.e. has it changed access to social networks of households or the broader community? Network and (membership of formalized groups/co-operatives), strengthening of community organizations and their capacity to work together for common objectives (e.g. for common property resource management)

| | No Impact | Low | High | Very High |
|---|-----------|-----|------|-----------|
| Access to social networks of households | | | | |
| Membership of formalized groups/co-operatives | | | | |
| Strengthening of community organizations | | | | |

46. Sustainability of groups/ventures: Is the activity financially sustainable?

| Not Sustainable | Sustainable | Very Sustainable |
|-----------------|-------------|------------------|
| | | |

47. How more or less dependent is it on

a) Outside support?

| Slightly dependent | Dependent | Heavily dependent |
|--------------------|-----------|-------------------|
| | | |

b) Availability of local resources?

| Slightly dependent | Dependent | Heavily dependent |
|--------------------|-----------|-------------------|
| | | |

48. Share your perspectives on any form of change experienced as a result of the livelihood support, distinguishing between short-term and long-term impact, which changes are immediate, which occur only over time, which are hoped for but not yet evident? Which changes are temporary and which are permanent? How has the livelihood support helped in terms of its ability to help you withstand shocks and seasonality that perpetuate child labour?

49. Share your perspectives on the other aspects or components of the CCP livelihood package, i.e. literacy and numeracy skills, GAP & OSH training and how it has impacted on cocoa productivity directly and indirectly.

50. What are some of the challenges you face on this livelihood initiative?

51. What would you suggest for improvement and future support of the livelihood initiative?

Opinion about child labour and education

52. In your view what constitutes child labour?

53. Why do you think children work?

54. Do you think children who work often sacrifice their learning opportunities and their future? Yes / No

55. In your opinion, is child labour unacceptable and should be avoided? Yes / No

56. Do you agree child labour is hazardous and no child should be exposed to it? Yes / No

57. Do you think the return of child labourers to school should be encouraged? Yes / No

58. If yes, why?

59. How useful is the education support services, i.e. provision of uniforms, desks, books, training of teachers, renovation of schools, etc. to the quality of education in your community?

60. In particular, do find the renovation of schools useful and beautiful?

61. Do you think the provision of education support services has encouraged children of your household and the community in general to attend school?

62. Do you think it has encouraged parents in the community to send their children to school?

63. What other educational services do you think would encourage more children to attend school?

End of Interview: Thank you very much for participating in this interview. This has been a very successful discussion and the information you have provided will be a valuable asset to the study. Thank you once again!

Focus group discussion guide - Consent form

Implementation of livelihood services in your community is part of a broader strategy of ILO-IPEC aimed at the progressive elimination of child labour. The aim of the outcome of the direct action is to improve households' income to aid the elimination of child labour and strengthen the implementing agencies to continue expanding their services to the households.

This focus group discussion is to help ascertain the effectiveness of the livelihood interventions and seek ways to enhance and sustain these interventions.

Kindly note, that your participation in the study is completely voluntary. There are no known risks if you decide to participate in this study. The information you provide will be used solely for the purposes of this study. The discussion may take between 45mins – 60mins.

Please check against each of the following statements to indicate your consent to participate in the study.

| | | |
|----|---|--|
| 1. | I confirm that I have read and understood the information provided about this study (or it has been read to me in a language I understand) and have had the opportunity to ask questions. | |
| 2. | I understand that my participation is voluntary and that I am free to withdraw at any time, without giving any reason. | |
| 3. | I agree to take part in the study. | |
| 4. | I agree to the use of anonymised quotes in reports. | |
| 5. | I agree to the audio recording of the focus group discussion. | |

| Full Name of Participant | Date | Signature |
|--------------------------|------|-----------|
| | | |
| Name of Researcher | Date | Signature |
| | | |

Demographic details questionnaire

Please answer the following questions in the spaces provided. Each Participant to fill out.

1. Age: _____

2. Male Female

3. Community of Residence: _____

4. Educational background: _____

5. Marital status: _____

6. What is your main occupation/profession? (PRIMARY OCCUPATION)

7a) Do you do any other work apart from what you mentioned above? (i.e. SECONDARY OCCUPATION)

Yes No

7b) If Yes, please state or describe: _____

Thank you for taking the time to complete this questionnaire

Discussion guide

Facilitator's welcome, introduction and instructions to participants

Welcome and thank you for volunteering to take part in this focus group discussion. We appreciate you taking time off your busy schedules to participate. The information you provide will be very useful in assessing the effectiveness of the livelihood services you are receiving in this community.

Introduction: As you were informed earlier, the overall objective of this study is to assess the effectiveness of the livelihood services you are receiving and to ascertain its impact on child labour.

With your consent, can I do an audio recording of this discussion? I would like to switch the recorder on now. May I go ahead? (After they respond in the affirmative, switch the recorder on)

Anonymity: Despite being recorded, I would like to assure you that the discussion will be anonymous so please try to answer and comment as accurately and truthfully as possible.

Let us all refrain from discussing the comments of other group members outside the focus group.

Points for participants to note

- There is no right or wrong answer.
- Please mention your name before you talk.
- Only one person speaks at a time. There may be a temptation to jump in when someone is talking but please wait until they have finished.
- You do not have to speak in any particular order.
- When you do have something to say, please do so. There are many of you in the group and it is important that I obtain the views of each of you.
- You do not have to agree with the views of other people in the group.

Do you have any questions?Now we can start!

Questions to guide the discussion

Introduction

1. Kindly introduce yourself by your names, and the work you do, one after the other.

About the community

2. Tell me about your community:

a. Can you tell approximately how many people live in the community?

b. Is there a in this community?

- a. School?
- b. Hospital or health post or CHPS compound?
- c. Post office?
- d. Bank or MFI or other financial institution.
- e. Police Station or Post?
- f. Other (specify)

c. What is the major source of water for drinking in this community?

d. What are the sources of water for your other daily activities?

e. Is there electricity in this community?

f. Which days are your market days?

3. a) Who are the leaders of this community? (Traditional, political, other). List them.

b) What is the Hierarchy of leadership in this community?

4. What is the relationship between the community members and the leaders like?

5. What is the major occupation of the people in the community?

6. Which section of the community is mostly involved in this occupation (young or old, men or women, educated or uneducated, etc.)?

7. Why is that the case?

8. Identify some secondary occupations in this community?

9. Which section of the community is mostly involved in this occupation (young or old, men or women, educated or uneducated, etc.)?

10. Is there anything that you feel is not going well in the community? Kindly explain.

11. What are some of the things that you feel are going well in the community? Kindly explain.

About the livelihood services received

12. What livelihood option are you benefitting from? [Eg. Bakery, vegetables farming, soap making, petty trading, etc.]

13. When did you receive the first training for this livelihood option? Year and month.

14. How long did the first training last?

15. When did you receive the most recent training for this livelihood option? Year and month.

16. How long did the most recent training last?

17. How many times did you receive the training?

18. What were some of the things you were taught? Tick and elaborate below.

| Technical | Financial | Management | Marketing | Numeracy Skills | Other (Specify)..... |
|-----------|-----------|------------|-----------|-----------------|----------------------|
| | | | | | |

19. Was the training useful? If no, please elaborate.

20. Was it adequate? If no, please elaborate.

21. Do you think there are aspects of the livelihood programme that should be improved?

22. If yes, mention some of those aspects which need improvement.

23. How well do you think the training has equipped you to carry out this livelihood activity?

24. What are some of the start-up items you received? Was it adequate?

25. When did you start operation?

26. Have you produced any outputs yet?

27. If yes, how much output have you produced and sold in the last few months. (Indicate unit of measure)

| Month/year | Quantity produced | Quantity sold |
|------------|-------------------|---------------|
| | | |
| | | |
| | | |

28. If no output produced or sold, why?

29. Is there demand for your produce? Elaborate if no.

30. Are there problems with demand or marketability of your produce?

31. Where and who are your major markets for the produce?

32. Indicate your estimated cost and revenue in each of the months? See Q27.

| Month/year | Cost | Revenue |
|------------|------|---------|
| | | |
| | | |
| | | |
| | | |
| | | |

33. How do you use the profits realised? E.g. re-investment in physical capital (assets), human capital (education and health of children), saved with MFI (financial assets), etc.

34. Do you save with micro finance institutions?

35. If no, why?

36. If yes, how much in the last few months? Indicate month and average amount.

37. Are you able to access loans from MFIs?

38. If no, why?

39. If yes, how much in the last few months. Indicate month and amount.

40. Did you require a collateral?

41. If yes, what was used as collateral?

42. Do you think the training you have acquired and the livelihood option you are pursuing has had any impacts on your well-being or has the potential (future prospects) of improving your well-being? Please, elaborate.

43. What impacts have your selected livelihood option had or is likely to have on your household's well-being in terms of income, food security, asset accumulation (financial, physical), health, empowerment, reduced vulnerability, children's education, return of child labourers to school, etc.?

| Category | No Impact | Low | High | Very High |
|-------------------------------------|-----------|-----|------|-----------|
| Income | | | | |
| Food Security | | | | |
| Asset Accumulation | | | | |
| Health | | | | |
| Empowerment | | | | |
| Reduced vulnerability | | | | |
| Children's Education | | | | |
| Return of child labourers to school | | | | |

44. How has your livelihood option influenced/impacted on your social capital i.e. has it changed access to social networks of households or the broader community? Network and (membership of formalized groups/co-operatives), strengthening of community organizations and their capacity to work together for common objectives (e.g. for common property resource management).

| | No Impact | Low | High | Very High |
|---|-----------|-----|------|-----------|
| Access to social networks of households | | | | |
| Membership of formalized groups/co-operatives | | | | |
| Strengthening of community organizations | | | | |

45. Sustainability of groups/ventures: Is the activity financially sustainable?

| Not Sustainable | Sustainable | Very Sustainable |
|-----------------|-------------|------------------|
| | | |

46. How more or less dependent is it on

(a) outside support?

| Slightly dependent | Dependent | Heavily dependent |
|--------------------|-----------|-------------------|
| | | |

(b) Availability of local resources?

| Slightly dependent | Dependent | Heavily dependent |
|--------------------|-----------|-------------------|
| | | |

47. Share your perspectives on any form of change experienced as a result of the livelihood support, distinguishing between short-term and long-term impact, which changes are immediate, which occur only over time, which are hoped for but not yet evident? Which changes are temporary and which are permanent? How has the livelihood support helped in terms of its ability to help you withstand shocks and seasonality that perpetuate child labour?

48. Share your perspectives on the other aspects or components of the CCP livelihood package, i.e. literacy and numeracy skills, GAP & OSH training and how it has impacted on cocoa productivity directly and indirectly.

49. What are some of the challenges you face on this livelihood initiative?

50. What would you suggest for improvement and future support of the livelihood initiative?

Opinion about Child Labour and Education

51. In your view what constitutes child labour?

52. Why do you think children work?

53. Do you think children who work often sacrifice their learning opportunities and their future? Yes / No

54. In your opinion, is child labour unacceptable and should be avoided? Yes / No

55. Do you agree child labour is hazardous and no child should be exposed to it? Yes / No

56. Do you think the return of child labourers to school should be encouraged? Yes / No

57. If yes, why?

58. How useful is the education support services, i.e. provision of uniforms, desks, books, training of teachers, renovation of schools, etc. to the quality of education in your community?

59. In particular, do find the renovation of schools useful and beautiful?

60. Do you think the provision of education support services has encouraged children of your household and the community in general to attend school?

61. Do you think it has encouraged parents in the community to send their children to school?

62. What other educational services do you think would encourage more children in the community to attend school?

63. Do you think with the advent of livelihood services in your community, including direct support to schools and specific children, more children are in school now compared to last year and last 2 years?

Last year: _____

Last 2 years: _____

Final remarks

Thank you very much for participating in this focus group discussion. This has been a very successful discussion and the information you have provided will be a valuable asset to the study. Thank you once again!

Implementing agencies interview guide

Implementation of livelihood services to households in your community is part of a broader strategy of ILO-IPEC aimed at the progressive elimination of child labour. The aim of the outcome of the direct action is to improve households' income to aid the elimination of child labour and strengthen the implementing agencies to continue expanding their services to the households.

This interview is to help assess the role of your agency in the provision of livelihood services to beneficiary households and communities in your district and also to seek ways of enhancing and sustaining - the livelihood interventions.

Kindly note, that your participation in the study is completely voluntary. There are no known risks if you decide to participate in this study. The information you provide will be used solely for the purposes of this study. The interview will take between 20 and 30 minutes.

Please check against each of the following statements to indicate your consent to participate in the study.

| | | |
|----|---|--|
| 1. | I confirm that I have read and understood the information provided about this study (or it has been read to me in a language I understand) and have had the opportunity to ask questions. | |
| 2. | I understand that my participation is voluntary and that I am free to withdraw at any time, without giving any reason. | |
| 3. | I agree to take part in the study. | |
| 4. | I agree to the use of anonymised quotes in reports. | |
| 5. | I agree to the audio recording of the focus group discussion. | |

| Full Name of Participant | Date | Signature |
|--------------------------|------|-----------|
| | | |
| Name of Researcher | Date | Signature |
| | | |

Questions for implementing agencies

1. Name of Implementing Agency

2. Type (National, Local, or NGO)

3. Core functions and activities

4. What is/was the nature of the livelihood support provided? Eg. Microfinance, skills training, provision of inputs (seeds, tools, etc.), technical advice (marketing), etc.

5. What was involved? What skills will it equip beneficiaries with? What was the quality?

6. Who were the main beneficiaries of the services you provided?

7. Did you (implementing agency) benefit from any technical and capacity enhancing training sponsored by ILO?

8. If yes, when was this training and what specific capacities were developed?

9. Was the training useful?

| Not useful | Not quite useful | Useful | Very useful |
|------------|------------------|--------|-------------|
| | | | |

10. How crucial is this training to your sustainability (survival) and your ability to continue providing services to the beneficiaries?

| Not Crucial | Crucial | Very crucial |
|-------------|---------|--------------|
| | | |

11. Do you have any major challenges as an implementing agency?

12. If yes, what are they?

13. Can you suggest ways to deal with the hurdles enumerated above?

14. Who should support this?

15. In your assessment, has the livelihood initiative yielded the intended outcomes?

| No | Not Much | Some how | Yes |
|----|----------|----------|-----|
| | | | |

16. Explain the reason(s) for the response chosen in (14) above.

17. How sustainable is the livelihood initiative in your opinion?

| Not sustainable | Sustainable | Very sustainable |
|-----------------|-------------|------------------|
| | | |

18. Explain your reason (s) for the response chosen in (16) above.

19. Could you suggest ways to improve and sustain the livelihood initiatives?

End of Interview

Observation guide

The following livelihood interventions have been made in the 6 selected CCP communities chosen for the evaluation of the livelihoods component of the project.

1. Soap-making
2. Poultry
3. Bee-keeping
4. Vegetables farming
5. Palm oil extraction
6. Bakery (bread and pastries)

The following observations will be made for each of the services:

1. Soap-making

- a) Observe the location of the production centre
- b) Observe the structure (production centre); what materials it is built of; the design of the structure
- c) Observe and make a list of start-up tools supplied for soap-making
- d) Observe and make photo of account books kept by the group
- e) Observe and make copy of the group savings account book

2. Poultry

- a) Observe the location of the poultry production sites
- b) Observe the structure housing the birds; what materials it is built of; the design of the structure
- c) Observe and make a list of start-up tools and/or inputs supplied for the poultry livelihood option
- d) Observe and make photo of account books kept by the group
- e) Observe and make photo of the group (or individual) savings account book

3. Bee-keeping

- a) Observe the location of the bee-keeping sites
- b) Observe the structure; what materials bee-hive is built of; the design of the structure
- c) Observe and make a list of start-up tools supplied for the bee-keeping livelihood option
- d) Observe and make photo of account books kept by the group
- e) Observe and make photo of the group savings account book

4. Vegetables farming

- a) Observe the location of the farms
- b) Observe the types of crops on the farm
- c) Observe and make a list of start-up tools or inputs supplied for the vegetables farming livelihood option
- d) Observe and make photo of account books kept by the individual farmers
- e) Observe and make photo of savings account book

5. Palm oil extraction

- a) Observe the location of the palm oil extraction production sites
- b) Observe the production structure; what materials it is built of; the design of the structure
- c) Observe and make a list of start-up tools supplied for the palm oil extraction livelihood option
- d) Observe and make photo of account books kept by the group
- e) Observe and make copy of the group savings account book

6. Bakery

- a) Observe the location of the production sites
- b) Observe the structure (production centre); what materials it is built of; the design of the structure
- c) Observe and make a list of start-up tools supplied for the bakery livelihood option
- d) Observe and make photo of account books kept by the group
- e) Observe and make copy of the group savings account book

Annex 4: Production centres



Figure 4A: Production centre at Aboi Nkwanta 16-7-14



Figure 4B: Production centre at Apoli Beposo 18-7-14



Figure 4C: Production centre at Oforikrom 17-7-14



Figure 4D: Production centre at Kroboase 18-7-14



Figure 4E: Production centre at Wansema Camp 15-7-14



Figure 4F: Production centre at Yirase 14-7-14



Figure 4G: Palm fruit crusher at Kroboase



Figure 4H: Hen coop at Wansema Camp



Figure 4I: Hen coop at Yirase



Figure 4J: Corn mill at Oforikrom



Figure 4K: Earthenware oven constructed at Kroboase

Annex 5: Soap production in some communities



Figure 5A: Stock taking of unsold soap output at Yirase



Figure 5B: Soap cutting process at Kroboase



Figure 5C: Soap output on display at Wansema Camp



Figure 5D: Soap production at Oforikrom

Annex 6: Production and sales records of groups

| Production | Estimated sales | Actual sales | credit sale | Expenditure | Savings |
|------------|-----------------|--------------|-------------|-------------|---------|
| 1st | 100 | 100 | | | |
| 2nd | 75 | | | | |
| 3rd | 53 | | | | |
| 4th | 74 | | | | |
| 5th | 71 | | | | |
| 6th | 100 | | | | |

8/20/14

EXPENDITURE OF THE BUILDING

| | | |
|------------------------|---|---------------|
| 1. Gravels 1 trip | = | 200.00 |
| 2. Sand 1 trip | = | 200.00 |
| 3. Boards Expenditure: | | 10.00 |
| Total | | 410.00 |

Figure 6A: Records of soap producers at Yirase

Expenses on Bee Keeping

| 3 bottles | Amount | Date |
|-----------|-----------|------|
| 3 bottle | 414 60.00 | |

200 bricks was

420.0 was used to convey¹⁰⁰ bricks

18.0 was used to convey sand

6 buckets of sand.

Labour charge 500.

3.60p was used to buy batts

3 pairs of battery.

Gongo beater 200.

Total = 414 148.6p

1000 AKwa transportation

Total = 414 58.6p

Figure 6B: Records of beekeepers at Aboi Nkwanta

Expenses Bey Production

| | |
|-----------------|-----------------|
| saucepan | 414 75.00 |
| Basin (2) | 414 25.00 |
| Rubber bucket | 414 7.00 |
| Measurement Cup | 414 12.00 |
| Rubber (15) | 414 20.00 |
| Total | = 139.00 |

SOAP PRODUCTION RECORD

| | Income | Expenditure | Saving |
|----------------|------------|-------------|------------|
| 1st production | 414 170.00 | 414 | |
| | 414 200.00 | 414 30.00 | 414 170.00 |
| JUNE 3rd 2014 | | | |
| 2nd production | 414 170.00 | 414 50.00 | 414 120.00 |

Figure 6C: Soap makers records at Aboi Nkwanta

| DATE | ITEM | QUANTITY PRODUCED | SALES/INCOME | EXPENDITURE | SAVINGS |
|------------|-------------|-------------------|--------------|-------------|---------|
| 12/11/2014 | Keen's Soap | 28 | GH 2.00 | GH 4.00 | GH 6.00 |
| 15/12/2014 | Keen's Soap | 18 | GH 1.50 | GH 4.00 | |
| | Large Soap | 55 | GH 4.00 | GH 1.00 | |
| | OMO | 75 | GH 1.00 | GH 1.20 | |

EXP.

- 1) GH 80.00 for Tables!
- 2) GH 100.00 for oil at Asafo Gyea
- 3) GH 20.00 for Otumfah oil
- 4) GH 45.00 for oil at Okla
- 5) GH 60.00 for Nanta Juu

Figure 6D: Soap makers records at Apoli Beposo

| DATE | ITEM | QUANTITY PRODUCED | SALES/INCOME | EXPENDITURE | SAVINGS |
|-----------|--------------------------------------|-------------------|--------------|-------------|---------|
| 5/1/2014 | 1st bafuraf rubraf Takaawaf | 160 | 80.00 | 1.00 | 79.00 |
| 15/6/2014 | 2nd bafuraf rubraf Takaawaf | 70 | 35.00 | 1.00 | 34.00 |
| 11/1/2014 | 3rd bafuraf rubraf Takaawaf | 100 | 50.00 | 1.00 | 49.00 |
| 20/1/2014 | 4th bafuraf rubraf Takaawaf | 120 | 60.00 | 1.00 | 59.00 |
| 20/6/2014 | 5th bafuraf rubraf Takaawaf | 160 | 80.00 | 1.00 | 79.00 |

| DATE | ITEM | QUANTITY PRODUCED | SALES/INCOME | EXPENDITURE | SAVINGS |
|-----------|--------------------------------------|-------------------|--------------|-------------|----------|
| 2/4/2014 | bafuraf rubraf Takaawaf | 60 | 30.00 | GH 1.00 | GH 29.00 |
| 13/4/2014 | 2nd bafuraf rubraf Takaawaf | 70 | 35.00 | GH 1.00 | GH 34.00 |
| 19/4/2014 | 3rd bafuraf rubraf Takaawaf | 100 | 50.00 | GH 1.00 | GH 49.00 |
| 1/6/2014 | 4th bafuraf rubraf Takaawaf | 120 | 60.00 | GH 1.00 | GH 59.00 |
| 7/6/2014 | 5th bafuraf rubraf Takaawaf | 160 | 80.00 | GH 1.00 | GH 79.00 |
| 27/6/2014 | 6th bafuraf rubraf Takaawaf | 70 | 35.00 | GH 1.00 | GH 34.00 |

Figure 6E: Records bakers (doughnuts) at Apoli Beposo

| DATE | ITEMS | NO OF ITEMS PRODUCED |
|----------|-------------------|-------------------------|
| 02/04/14 | Palm oil | Bar Soap = 7 x 3.00 |
| | Coconut oil | |
| | Castic Soda | Small size = 120 x 1.00 |
| | Perfume (FA DOVE) | |
| | Silicate | |
| | Chemical 1 & 2 | |
| | Detol | |
| | Soda Ash | |
| | Colour | |
| | Preservative | |

| SALES / INCOME | EXPENDITURE | SAVINGS |
|----------------|-------------|---------|
| GHC 21.00 | | |
| GHC 120.00 | | GHC |
| | GHC | 40.00 |
| | 141.00 | |

| DATE | ITEMS | NO OF ITEMS PRODUCED |
|----------|-------------------|----------------------|
| 30/04/14 | Palm oil | bar Soap 20 x 3.00 |
| | Coconut oil | |
| | Castic Soda | Small size 90 x 2.00 |
| | Perfume (FA DOVE) | |
| | Silicate | |
| | Chemical 1 & 2 | One 50 x 10 = 50.00 |
| | Detol | |
| | Soda Ash | |
| | Colour | |
| | Preservative | |

| SALES / INCOME | EXPENDITURE | SAVINGS |
|----------------|-------------|---------|
| GHC 60.00 | | GHC |
| GHC 180.00 | | 100.00 |
| GHC 50.00 | GHC | |
| | 290.00 | |

Figure 6F: Soap makers records at Oforikrom

| DATE | ITEMS | NO OF ITEMS PRODUCED |
|--------------|-------------------|-----------------------|
| 13/05/14 | Palm oil | bar Soap 15 x 3.00 |
| | Coconut oil | |
| | Castic Soda | Small size 120 x 1.00 |
| | Perfume (FA DOVE) | |
| | Silicate | |
| | Chemical 1 & 2 | |
| | Detol | |
| | Soda Ash | |
| | Colour | |
| | Preservative | |
| 16/07/14 | Palm Oil | bar Soap |
| | Coconut Oil | |
| | Castic Soda | Small size |
| | Perfume (FA DOVE) | |
| | Silicate | |
| | Chemical 1 & 2 | |
| | Detol | |
| Soda Ash | | |
| Preservative | | |

| SALES / INCOME | EXPENDITURE | SAVINGS |
|----------------|-------------|---------|
| GHC 45.00 | | GHC |
| GHC 120.00 | | 60.00 |
| | GHC | |
| | 165.00 | |

Figure 6G: Soap makers records at Oforikrom

Annex 7: Co-operative certificates of registration


REPUBLIC OF GHANA

Certificate of Registration

I hereby certify that the application

dated.....26TH JUNE, 2014.....and submitted by the Society to be registered under
Paragraph 5(1) of the Co-operative Societies Decree No. 252 of 1968

as the

OFORIKROM NYAME BEYE CO-OPERATIVE PALM OIL AND
.....
EXTRACTION SOCIETY LIMITED
.....

has been accepted and that the said Society has been registered accordingly
as

No.....ER/P/SC/1118

subject to the provisions of the said Decree and Regulation made thereunder.

Dated at ACCRA this.....26th.....day of.....JULY, 2014.....


AG. REGISTRAR OF CO-OPERATIVE SOCIETIES
GHANA





REPUBLIC OF GHANA

Certificate of Registration

I hereby certify that the application

dated..... 27TH JUNE, 2014.....and submitted by the Society to be registered under Paragraph 5(1) of the Co-operative Societies Decree No. 252 of 1968 as the

KROBOASE NYIRA CO-OPERATIVE PALM OIL EXTRACTION AND

TRADERS SOCIETY LIMITED

has been accepted and that the said Society has been registered accordingly as

No. **ER/P/SC/1121**

subject to the provisions of the said Decree and Regulation made thereunder.

Dated at ACCRA this *JK* day of JULY, 2014

AG. REGISTRAR OF CO-OPERATIVE SOCIETIES
GHANA





REPUBLIC OF GHANA

Certificate of Registration

I hereby certify that the application

**dated..... 27TH JUNE, 2014and submitted by the Society to be registered under
Paragraph 5(1) of the Co-operative Societies Decree No. 252 of 1968
as the**

APOLI BEPOSO NYAME BEKYERE CO-OPERATIVE FOOD FARMERS AND


TRADERS SOCIETY LIMITED

**has been accepted and that the said Society has been registered accordingly
as**

No. ER/P/SC/1115

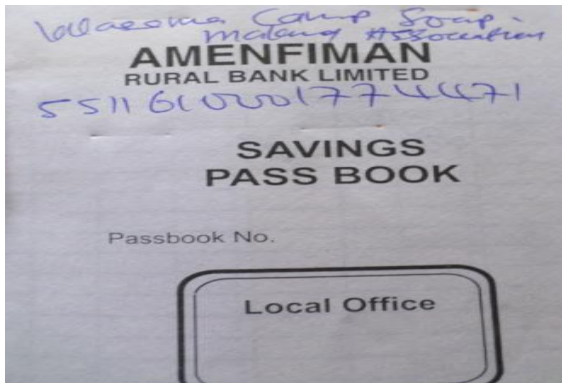
subject to the provisions of the said Decree and Regulation made thereunder.

Dated at ACCRA this 7th day of JULY 20..... 14


**AG. REGISTRAR OF CO-OPERATIVE SOCIETIES
GHANA**

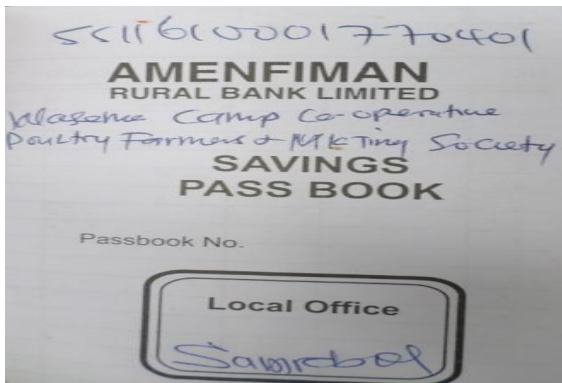


Annex 8: Savings deposits books



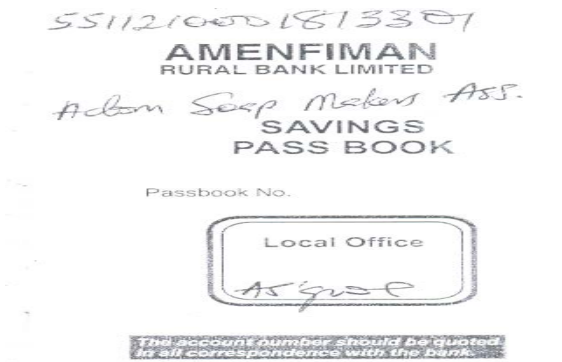
| ACCOUNT NO. OFFICE | | PASSBOOK NO. | | | | | | |
|--------------------|----------|--------------|----|----------|----|---------|----|-------------|
| NO. | DATE | WITHDRAWAL | | DEPOSITS | | BALANCE | | INITIAL |
| | | GHS | Gp | GHS | Gp | GHS | Gp | |
| 1 | 29/10/11 | | | 250 | | 250 | | [Signature] |
| 2 | | | | | | | | |
| 3 | | | | | | | | |
| 4 | | | | | | | | |
| 5 | | | | | | | | |
| 6 | | | | | | | | |
| 7 | | | | | | | | |
| 8 | | | | | | | | |
| 9 | | | | | | | | |
| 10 | | | | | | | | |
| 11 | | | | | | | | |
| 12 | | | | | | | | |
| 13 | | | | | | | | |
| 14 | | | | | | | | |
| 15 | | | | | | | | |
| 16 | | | | | | | | |
| 17 | | | | | | | | |

Figure 8A: Wansema Camp savings book for soap makers



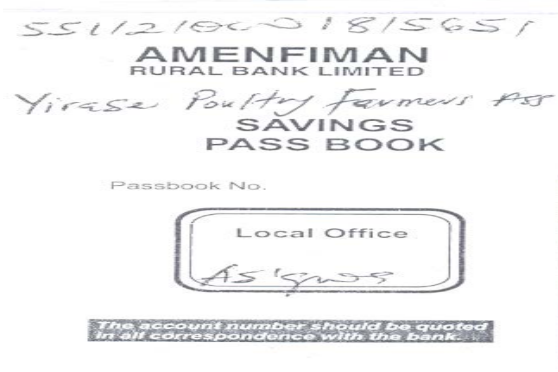
| ACCOUNT NO. OFFICE | | PASSBOOK NO. | | | | | | |
|--------------------|----------|--------------|----|----------|----|---------|----|-------------|
| NO. | DATE | WITHDRAWAL | | DEPOSITS | | BALANCE | | INITIAL |
| | | GHS | Gp | GHS | Gp | GHS | Gp | |
| 1 | 21/10/11 | | | 370 | | 370 | | [Signature] |
| 2 | | | | | | | | |
| 3 | | | | | | | | |
| 4 | | | | | | | | |
| 5 | | | | | | | | |
| 6 | | | | | | | | |
| 7 | | | | | | | | |
| 8 | | | | | | | | |
| 9 | | | | | | | | |
| 10 | | | | | | | | |
| 11 | | | | | | | | |
| 12 | | | | | | | | |
| 13 | | | | | | | | |
| 14 | | | | | | | | |
| 15 | | | | | | | | |
| 16 | | | | | | | | |
| 17 | | | | | | | | |
| 18 | | | | | | | | |
| 19 | | | | | | | | |
| 20 | | | | | | | | |

Figure 8B: Wansema Camp savings book for poultry farmers



| ACCOUNT NO. OFFICE | | PASSBOOK NO. | | | | | | |
|--------------------|----------|--------------|----|----------|----|---------|----|-------------|
| NO. | DATE | WITHDRAWAL | | DEPOSITS | | BALANCE | | INITIAL |
| | | GHS | Gp | GHS | Gp | GHS | Gp | |
| 1 | 21/11/11 | | | 500 | | 500 | | [Signature] |
| 2 | 24/11/11 | | | | | | | |
| 3 | | | | | | | | |
| 4 | | | | | | | | |
| 5 | | | | | | | | |
| 6 | | | | | | | | |
| 7 | | | | | | | | |
| 8 | | | | | | | | |
| 9 | | | | | | | | |
| 10 | | | | | | | | |
| 11 | | | | | | | | |
| 12 | | | | | | | | |
| 13 | | | | | | | | |
| 14 | | | | | | | | |
| 15 | | | | | | | | |
| 16 | | | | | | | | |
| 17 | | | | | | | | |
| 18 | | | | | | | | |
| 19 | | | | | | | | |
| 20 | | | | | | | | |

Figure 8C: Yirase savings book for soap makers



| ACCOUNT NO. OFFICE | | PASSBOOK NO. | | | | | | |
|--------------------|---------|--------------|----|----------|----|---------|----|---------|
| NO. | DATE | WITHDRAWAL | | DEPOSITS | | BALANCE | | INITIAL |
| | | Ghc | Gp | Ghc | Gp | Ghc | Gp | |
| 1 | 28/1/14 | 600.00 | | | | 600.00 | | J |
| 2 | | | | | | | | |
| 3 | | | | | | | | |
| 4 | | | | | | | | |
| 5 | | | | | | | | |
| 6 | | | | | | | | |
| 7 | | | | | | | | |
| 8 | | | | | | | | |
| 9 | | | | | | | | |
| 10 | | | | | | | | |
| 11 | | | | | | | | |
| 12 | | | | | | | | |
| 13 | | | | | | | | |
| 14 | | | | | | | | |
| 15 | | | | | | | | |
| 16 | | | | | | | | |
| 17 | | | | | | | | |
| 18 | | | | | | | | |
| 19 | | | | | | | | |
| 20 | | | | | | | | |

Figure 8D: Yirase savings book for poultry farmers



| DATE | TRANSACTION | DEBIT | CREDIT | BALANCE |
|----------|--------------|-------|--------|-----------|
| | Bal Bfwd | | | *****0.00 |
| 26.06.14 | Cash Deposit | | 150.00 | 150.00 |
| 26.06.14 | Cash Deposit | | 50.00 | 200.00 |

Figure 8E: Oforikrom joint savings book



| DATE | TRANSACTION | DEBIT | CREDIT | BALANCE |
|---------|--------------|-------|--------|-----------|
| | bal Bfwd | | | *****0.00 |
| 9.06.14 | Cash Deposit | | 105.00 | 105.00 |

Figure 8F: Kroboase joint savings book



AKIM BOSOME RURAL BANK LTD
P. O. BOX 49
AKIM-SWEDRU

NAME _____ TEL: _____
 ACCOUNT NUMBER _____

| DATE | TRANSACTION | DEBIT | CREDIT | BALANCE |
|----------|--------------|-------|--------|-----------|
| | Bal Bfwd | | | *****0.00 |
| 19.06.14 | Cash Deposit | | 150.00 | 150.00 |

Figure 8G: Apoli Beposo joint savings book

Annex 9: School infrastructure projects supported by ILO-IPEC



Figure 9A: Pre-school block under construction supported by ILO-IPEC with building materials at Apoli Beposo



Figure 9B: Current pre-school block at Apoli Beposo



Figure 9C: Pre-school block under construction supported by ILO-IPEC with building materials at Aboi Nkwanta



Figure 9D: Classroom block supported by ILO-IPEC with building materials under construction at Wansema Camp



Figure 9E: Teachers bungalow supported by ILO-IPEC with building materials under construction at Wansema Camp



Figure 9F: Child Labour Sign Posts in some Communities

Annex 10: Start up tools received by communities

SOAP MAKING - OFORIKROM

| MATERIALS | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|---------------------------------|-----------------|------------------------|--------------------|
| Rubber container | 2 | 50.00 | 100.00 |
| Bucket (Big) | 2 | 15.00 | 30.00 |
| Rubber bowl (Big) | 2 | 20.00 | 40.00 |
| Blue bowl (small) | 2 | 2.50 | 5.00 |
| Machintosh | 10 | 3.00 | 30.00 |
| Bottles for liquid soap (small) | 150 | 0.45 | 67.50 |
| Bottles for liquid soap (big) | 50 | 0.60 | 30.00 |
| Cup with handle | 2 | 1.50 | 3.00 |
| Hydrometer | 1 | 15.00 | 15.00 |
| Stirring wood | 2 | 5.00 | 10.00 |
| Salt | 21 | 1.00 | 21.00 |
| Measuring cup | 2 | 5.00 | 10.00 |
| Funnel | 2 | 5.00 | 10.00 |
| Hand gloves (hard) | 21 | 5.00 | 105.00 |
| Surgical gloves | 21 | 0.30 | 6.30 |
| Scraper | 2 | 2.00 | 4.00 |
| Coconut/Palm kernel oil | 1 | 98.00 | 98.00 |
| Costic Soda | 11 | 70.00 | 770.00 |
| Soda Ash | 6 | 35.00 | 210.00 |
| Cutting and moulding box | 2 | 80.00 | 160.00 |
| Design machine (shapping box) | 1 | 50.00 | 50.00 |
| Palm Oil | 7 | 60.00 | 420.00 |
| Perfume (FA Dove) | 1 | | 112.00 |
| Perfume (Kiwi) | 1 | 40.00 | 40.00 |
| Silicate | 2 | 20.00 | 40.00 |
| Chemical 1&2 | 2 | 20.00 | 40.00 |
| Colour for liquid soap | 3 | 6.00 | 18.00 |
| Colour for bar soap | 3 | 6.00 | 18.00 |
| Thickener | 1 | 11.00 | 11.00 |
| Base | 1 | 109.20 | 109.20 |
| Preservative | 1 | 25.00 | 25.00 |
| Boaster powder | 1 | 37.50 | 37.50 |
| Sulphuric Acid | 1 | 75.00 | 75.00 |
| Glycerine | 1 | 20.00 | 20.00 |
| Nose mask | 2 | 8.00 | 16.00 |
| TOTAL | | | 2,756.50 |

PALM OIL EXTRACTION - OFORIKROM

| ITEM | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|--------------|----------|-----------------|---------------|
| Palm fruits | 4 | 35.00 | 140.00 |
| Screw press | 1 | 700.00 | 700.00 |
| Tank | 1 | 44.00 | 44.00 |
| Gallons | 5 | 5.00 | 25.00 |
| TOTAL | | | 909.00 |

**Palm nut crushing machine and corn mill machine with two engines have been procured for the beneficiaries*

VEGETABLES CULTIVATION - OFORIKROM

| ITEM | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|----------------------------|----------|-----------------|---------------|
| Seeds (200g) | 10 | 15.00 | 150.00 |
| Watering can | 5 | 8.00 | 40.00 |
| Insecticides | 5 | 20.00 | 100.00 |
| Weedicides | 5 | 10.00 | 50.00 |
| Rake | 5 | 7.00 | 35.00 |
| Wallington boots | 5 | 18.00 | 90.00 |
| Nose marsk | 5 | 6.00 | 30.00 |
| Fertiliser (Amonia) (50kg) | 1 | 55.00 | 55.00 |
| Fertiliser (NPK) (50kg) | 1 | 60.00 | 60.00 |
| Knapsack spraying machine | 2 | 30.00 | 60.00 |
| TOTAL | | | 670.00 |

SOAP MAKING - KROBOASE

| MATERIALS | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|---------------------------------|-----------------|------------------------|--------------------|
| Rubber container | 2 | 50.00 | 100.00 |
| Bucket (Big) | 2 | 15.00 | 30.00 |
| Rubber bowl (Big) | 2 | 20.00 | 40.00 |
| Blue bowl (small) | 2 | 2.50 | 5.00 |
| Machintosh | 10 | 3.00 | 30.00 |
| Bottles for liquid soap (small) | 150 | 0.45 | 67.50 |
| Bottles for liquid soap (big) | 50 | 0.60 | 30.00 |
| Cup with handle | 2 | 1.50 | 3.00 |
| Hydrometer | 1 | 15.00 | 15.00 |
| Stirring wood | 2 | 5.00 | 10.00 |
| Salt | 8 | 1.00 | 8.00 |
| Measuring cup | 2 | 5.00 | 10.00 |
| Funnel | 2 | 5.00 | 10.00 |
| Hand gloves (hard) | 8 | 5.00 | 40.00 |
| Surgical gloves | 8 | 0.30 | 2.40 |
| Scraper | 2 | 2.00 | 4.00 |
| Coconut/Palm kernel oil | 1 | 98.00 | 98.00 |
| Costic Soda | 4 | 70.00 | 280.00 |
| Soda Ash | 2 | 35.00 | 70.00 |
| Cutting and moulding box | 2 | 80.00 | 160.00 |
| Design machine (shapping box) | 1 | 50.00 | 50.00 |
| Palm Oil | 7 | 60.00 | 420.00 |
| Perfume (FA Dove) | 1 | | 112.00 |
| Perfume (Kiwi) | 1 | 40.00 | 40.00 |
| Silicate | 2 | 20.00 | 40.00 |
| Chemical 1&2 | 2 | 20.00 | 40.00 |
| Colour for liquid soap | 3 | 6.00 | 18.00 |
| Colour for bar soap | 3 | 6.00 | 18.00 |
| Thickener | 1 | 11.00 | 11.00 |
| Base | 1 | 109.20 | 109.20 |
| Preservative | 1 | 25.00 | 25.00 |
| Boaster powder | 1 | 37.50 | 37.50 |
| Sulphuric Acid | 1 | 75.00 | 75.00 |
| Glycerine | 1 | 20.00 | 20.00 |
| Nose mask | 2 | 8.00 | 16.00 |
| TOTAL | | | 2,044.60 |

PALM OIL EXTRACTION - KROBOASE

| ITEM | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|--------------|-----------------|------------------------|--------------------|
| Palm fruits | 7 | 35.00 | 245.00 |
| Screw press | 1 | 700.00 | 700.00 |
| Tank | 1 | 44.00 | 44.00 |
| Gallons | 5 | 5.00 | 25.00 |
| TOTAL | | | 1,014.00 |

**Palm nust crushing machine and engine has been procured for the beneficiaries*

VEGETABLES CULTIVATION - KROBOASE

| ITEM | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|----------------------------|----------|-----------------|---------------|
| Seeds (200g) | 8 | 15.00 | 120.00 |
| Watering can | 4 | 8.00 | 32.00 |
| Insecticides | 4 | 20.00 | 80.00 |
| Weedicides | 4 | 10.00 | 40.00 |
| Rake | 4 | 7.00 | 28.00 |
| Wallington boots | 4 | 18.00 | 72.00 |
| Nose marsk | 4 | 6.00 | 24.00 |
| Fertiliser (Amonia) (50kg) | 1 | 55.00 | 55.00 |
| Fertiliser (NPK) (50kg) | 1 | 60.00 | 60.00 |
| Knapsack spraying machine | 1 | 30.00 | 30.00 |
| TOTAL | | | 541.00 |

BAKING - KROBOASE

| ITEM | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|------------------|----------|-----------------|---------------|
| Flour | 1.5 | 120.00 | 180.00 |
| Margarine | 2 | 62.00 | 124.00 |
| Nut mug | | | 5.00 |
| Baking powder | 2 | 6.00 | 12.00 |
| Yeast | 1 | 10.00 | 10.00 |
| Soda | 1 | 6.00 | 6.00 |
| Sugar | | | 48.00 |
| Incense floor | 1 | 15.00 | 15.00 |
| Milk | 0.5 | 34.00 | 17.00 |
| Salt | 2 | 1.00 | 2.00 |
| Beef parts | 2 | 3.00 | 6.00 |
| Cooking oil | 2 | 25.00 | 50.00 |
| Baking sheets | 2 DOZENS | | 90.00 |
| Pastries sheet | 3 | 9.00 | 27.00 |
| Hand gloves | 2 | 5.50 | 11.00 |
| Rolling pin | 1 | 7.00 | 7.00 |
| Frying pan | 1 | 50.00 | 50.00 |
| laddle | 1 | 7.60 | 7.60 |
| Charcoal oven | 1 | 80 | 80.00 |
| Silver bowls | 1 | 50 | 50.00 |
| Rubber container | 1 | 30 | 30.00 |
| TOTAL | | | 827.60 |

**Earthenware Oven has been built for the beneficiaries for baking bread*

SOAP MAKING - APOLIBEPOSO

| MATERIALS | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|---------------------------------|-----------------|------------------------|--------------------|
| Rubber container | 2 | 50.00 | 100.00 |
| Bucket (Big) | 2 | 15.00 | 30.00 |
| Rubber bowl (Big) | 2 | 20.00 | 40.00 |
| Blue bowl (small) | 2 | 2.50 | 5.00 |
| Machintosh | 10 | 3.00 | 30.00 |
| Bottles for liquid soap (small) | 150 | 0.45 | 67.50 |
| Bottles for liquid soap (big) | 50 | 0.60 | 30.00 |
| Cup with handle | 2 | 1.50 | 3.00 |
| Hydrometer | 1 | 15.00 | 15.00 |
| Stirring wood | 2 | 5.00 | 10.00 |
| Salt | 20 | 1.00 | 20.00 |
| Measuring cup | 2 | 5.00 | 10.00 |
| Funnel | 2 | 5.00 | 10.00 |
| Hand gloves (hard) | 20 | 5.00 | 100.00 |
| Surgical gloves | 20 | 0.30 | 6.00 |
| Scraper | 2 | 2.00 | 4.00 |
| Coconut/Palm kernel oil | 1 | 98.00 | 98.00 |
| Costic Soda | 10 | 70.00 | 700.00 |
| Soda Ash | 5 | 35.00 | 175.00 |
| Cutting and moulding box | 2 | 80.00 | 160.00 |
| Design machine (shapping box) | 1 | 50.00 | 50.00 |
| Palm Oil | 7 | 60.00 | 420.00 |
| Perfume (FA Dove) | 1 | | 112.00 |
| Perfume (Kiwi) | 1 | 40.00 | 40.00 |
| Silicate | 2 | 20.00 | 40.00 |
| Chemical 1&2 | 2 | 20.00 | 40.00 |
| Colour for liquid soap | 3 | 6.00 | 18.00 |
| Colour for bar soap | 3 | 6.00 | 18.00 |
| Thickener | 1 | 11.00 | 11.00 |
| Base | 1 | 109.20 | 109.20 |
| Preservative | 1 | 25.00 | 25.00 |
| Boaster powder | 1 | 37.50 | 37.50 |
| Sulphuric Acid | 1 | 75.00 | 75.00 |
| Glycerine | 1 | 20.00 | 20.00 |
| Nose mask | 2 | 8.00 | 16.00 |
| TOTAL | | | 2,645.20 |

BAKING - APOLIBEPOSO

| ITEM | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|------------------|-----------------|------------------------|--------------------|
| Flour | 4.5 | 120.00 | 540.00 |
| Margarine | 4 | 62.00 | 248.00 |
| Nut mug | | | 6.00 |
| Baking powder | 2 | 6.00 | 12.00 |
| Yeast | 1 | 10.00 | 10.00 |
| Soda | 1 | 6.00 | 6.00 |
| Sugar | | | 115.00 |
| Incense floor | 1 | 15.00 | 15.00 |
| Milk | 2 | 34.00 | 68.00 |
| Salt | 7 | 1.00 | 7.00 |
| Beef parts | 7 | 3.00 | 21.00 |
| Cooking oil | 3 | 25.00 | 75.00 |
| Baking sheets | 2 DOZENS | | 90.00 |
| Pastries sheet | 3 | 9.00 | 27.00 |
| Hand gloves | 7 | 5.50 | 38.50 |
| Rolling pin | 1 | 7.00 | 7.00 |
| Frying pan | 1 | 50.00 | 50.00 |
| laddle | 1 | 7.60 | 7.60 |
| Charcoal oven | 1 | 80 | 80.00 |
| Silver bowls | 1 | 50 | 50.00 |
| Rubber container | 1 | 30 | 30.00 |
| TOTAL | | | 1,503.10 |

**Earthenware Oven is being built for the beneficiaries for baking bread*

VEGETABLES CULTIVATION - APOLIBEPOSO

| ITEM | QUANTITY | UNIT COST (GH¢) | TOTAL (GH¢) |
|----------------------------|-----------------|------------------------|--------------------|
| Seeds (200g) | 10 | 15.00 | 150.00 |
| Watering can | 5 | 8.00 | 40.00 |
| Insecticides | 5 | 20.00 | 100.00 |
| Weedicides | 5 | 10.00 | 50.00 |
| Rake | 5 | 7.00 | 35.00 |
| Wallington boots | 5 | 18.00 | 90.00 |
| Nose marsk | 5 | 6.00 | 30.00 |
| Fertiliser (Amonia) (50kg) | 1 | 55.00 | 55.00 |
| Fertiliser (NPK) (50kg) | 1 | 60.00 | 60.00 |
| Knapsack spraying machine | 2 | 30.00 | 60.00 |
| TOTAL | | | 670.00 |

**Corn mill machine with engine has been procured for the beneficiaries*

Soap Making - Yirase

| Items | 1st set | | 2nd set | | Total quantity |
|---------------------------------|----------|-----------------|----------|-----------------|----------------|
| | Quantity | Units | Quantity | Units | |
| - Palm Oil | 10 | 25 litre gallon | 8 | 25 litre gallon | 18 |
| - Coconut oil | 7 | 25 litre gallon | 2 | 25 litre gallon | 9 |
| - Caustic Soda | 5 | Bag | 2 | Bag | 7 |
| - Soda Ash | 2 | bags | 0 | bags | 2 |
| - Chemical 1 | 4 | Litre | 1 | Litre | 5 |
| - Chemical 2 | 4 | Litre | 1 | Litre | 5 |
| - Hydrogen | 5 | Litre | 0 | Litre | 5 |
| - Silicate/Hardener | 8 | Litre | 4.5 | Litre | 12.5 |
| - Hydrometer | 1 | | 1 | | 2 |
| - Colours (Yellow, White, Blue) | | | | | 0 |
| Yellow | 2 | Sachet | 2 | Sachet | 4 |
| blue | 2 | Sachet | 2 | Sachet | 4 |
| Green | 2 | Sachet | 2 | Sachet | 4 |
| White | 2 | Sachet | 2 | Sachet | 4 |
| - Perfume coconut oil | 2 | Gallon | 2 | Gallon | 4 |
| - Perfume Palm Oil | 2 | Gallon | 2 | Gallon | 4 |

Cost of first set = Ghc 2,338.00

Cost of second set = Ghc 2,622.00

Poultry - Yirase

| Items needed | 1st Set | | 2nd Set | | Total quantity |
|------------------------------------|----------|-------|----------|-------|----------------|
| | Quantity | Units | Quantity | Units | |
| Breeding Stock (8 weeks old) 10*12 | 120 | | 120 | | 240 |
| Feed (2*12) | 24 | | 24 | | 48 |
| Medication (1*12) | 12 | | 0 | | 12 |
| Tool for Debeaking (1*12) | 12 | | 0 | | 12 |

Cost of first set = Ghc 3,420.00

Cost of second set = Ghc 1430.00

Soap Making - Wansema Camp

| Items | 1st set | | 2nd set | | Total quantity |
|---------------------------------|----------|-----------------|----------|-----------------|----------------|
| | Quantity | Units | Quantity | Units | |
| - Palm Oil | 10 | 25 litre gallon | 10 | 25 litre gallon | 20 |
| - Coconut oil | 7 | 25 litre gallon | 3 | 25 litre gallon | 10 |
| - Caustic Soda | 5 | Bag | 2 | Bag | 7 |
| - Soda Ash | 2 | bags | 0 | Sachet | 2 |
| - Chemical 1 | 4 | Litre | 1 | Litre | 5 |
| - Chemical 2 | 4 | Litre | 1 | Litre | 5 |
| - Hydrogen | 5 | Litre | 4.5 | Litre | 9.5 |
| - Silicate/Hardener | 8 | Litre | 0 | Litre | 8 |
| - Hydrometer | 1 | | 0 | | 1 |
| - Colours (Yellow, White, Blue) | | | | | 0 |
| Yellow | 2 | Sachet | 2 | Sachet | 4 |
| blue | 2 | Sachet | 2 | Sachet | 4 |
| Green | 2 | Sachet | 2 | Sachet | 4 |
| White | 2 | Sachet | 2 | Sachet | 4 |
| - Perfume | 3 | kg | 4.5 | kg | 7.5 |

Cost of first set = Ghc 2,338.00

Cost of second set = Ghc 2,912.00

Poultry - Wansema Camp

| Items | 1st set | | 2nd set | | Total quantity |
|------------------------------------|----------|-------|----------|-------|----------------|
| | Quantity | Units | Quantity | Units | |
| Breeding Stock (8 weeks old) 10*18 | 180 | | 180 | | 360 |
| Feed (2*18) | 36 | | 18 | | 54 |
| Medication (1*18) | 18 | | 0 | | 18 |
| Tool for Debeaking (1*18) | 18 | | 0 | | 18 |

Cost of first set = Ghc 3,420.00

Cost of second set = Ghc 1430.00

Soap Making - Aboi Nkwanta

| Items | 1st set | | 2nd set | | Total quantity |
|---|----------|-----------------|--|-----------------|----------------|
| | Quantity | Units | Quantity | Units | |
| - Palm Oil | 10 | 25 litre gallon | 6 | 25 litre gallon | 16 |
| - Coconut oil | 7 | 25 litre gallon | 2 | 25 litre gallon | 9 |
| - Caustic Soda | 5 | Bag | 2 | Bag | 7 |
| - Soda Ash | 2 | bags | 0 | bags | 2 |
| - Chemical 1 | 4 | Litre | 1 | Litre | 5 |
| - Chemical 2 | 4 | Litre | 1 | Litre | 5 |
| - Hydrogen | 5 | Litre | 0 | Litre | 5 |
| - Silicate/Hardener | 8 | Litre | 4.5 | Litre | 12.5 |
| - Hydrometer | 1 | | 1 | | 2 |
| - Colours (Yellow, White, Blue) | | | | | |
| Yellow | 2 | Sachet | 2 | Sachet | 4 |
| blue | 2 | Sachet | 2 | Sachet | 4 |
| Green | 2 | Sachet | 2 | Sachet | 4 |
| White | 2 | Sachet | 2 | Sachet | 4 |
| - Perfume coconut oil | 3 | kg | 6.5 | kg | 9.5 |
| Cost of first set = Ghc 2,338.00 | | | Cost of second set = Ghc 2,400.00 | | |

Beekeeping -Aboi Nkwanta

| Items | 1st set | | 2nd set | | Total quantity |
|---|----------|--|--|--|----------------|
| | Quantity | | Quantity | | |
| Smoker | 1 | | | | 1 |
| Bee Suit | 2 | | | | 2 |
| veil | 3 | | | | 3 |
| Wax | 2 | | 2 | | 4 |
| Honey press machine | 1 | | | | 1 |
| Bee Hives and Stand | | | 10 | | 10 |
| Cost of first set = Ghc 1,172.00 | | | Cost of second set = Ghc 900.00 | | |

Annex 11: List of persons from implementing agencies interviewed

| No. | Name | Organisation | Designation | District |
|-----|------------------------|---|---|--------------------|
| 1 | Stephen McClelland | ILO-IPEC | Chief Technical Advisor | |
| 2 | Stella Dzator | ILO-IPEC | National Programmes Officer | |
| 3 | Daniel Chachu | ILO-IPEC | National M&E Officer | |
| 4 | Grace Boakye-Yiadom | ILO-IPEC | Field Co-ordinator | Birim South/ Suhum |
| 5 | Charity Dodoo | ILO-IPEC | Field Co-ordinator | Wassa Amenfi West |
| 6 | Joseph Nabin | ILO-IPEC | Field Co-ordinator | Twifo-Hemang |
| 7 | Jacob Anati | Ministry of Food and Agriculture | District Director | Wassa Amenfi West |
| 8 | Bashiru Yamba | Ministry of Food and Agriculture | District Verterinary | Wassa Amenfi West |
| 9 | Emmanuel Aggrey | Ministry of Food and Agriculture | District Agric Officer for women in agriculture | Wassa Amenfi West |
| 10 | Francis Adjei | Department of Cooperatives | District Cooperative Officer | Wassa Amenfi West |
| 11 | Richard Fosu | National Board for Small Scale Industries | District NBSSI Officer | Wassa Amenfi West |
| 12 | CamilE Attipoe | Ghana Cocoa Board | Extension Coordinator for Amenfi West & Central | Wassa Amenfi West |
| 13 | Dr. Ted Avortri | Global Responses Initiative | Executive Director | Wassa Amenfi West |
| 14 | Sid Amponsah | Global Responses Initiative | Project Co-ordinator | Wassa Amenfi West |
| 15 | Emmanuel Owusu Boateng | Global Responses Initiative | Field Officer | Wassa Amenfi West |
| 16 | Kingsley Otchere-Darko | Department of Cooperatives | District Officer for Akim Oda | Birim South |
| 17 | James Twumasi | Department of Cooperatives | District Officer for Akim Swedru | Birim South |
| 18 | Randy Boaitey | Ghana Cocoa Board | District Cocoa Officer-Cocoa Health & Extension | Birim South |
| 19 | Solomon Attipoe | Ministry of Food and Agriculture | Information Officer in charge of women in agric | Birim South |
| 20 | Mawuli Lavoe | Ministry of Food and Agriculture | District Extension Officer | Birim South |
| 21 | Solomon Ampiaaw | Ministry of Food and Agriculture | In charge of animal and citrus production | Birim South |
| 22 | Margaret Armah | National Board for Small Scale Industries | Assistant to Head of Business Advisory Centre (BAC) | Birim South |
| 23 | Andrews Acheampong | Child and Youth Development Network | Executive Director | Birim South |
| 24 | Augustus Asare | Child and Youth Development Network | Project Co-ordinator | Birim South |
| 25 | Justice Archer | Child and Youth Development Network | Technical Director | Birim South |
| 26 | Ophelia Acheampong | Child and Youth Development Network | Field Officer | Birim South |

Annex 12: List of beneficiaries interviewed

| No. | Name | Community | Age | Sex | Primary occupation | Secondary occupation | Livelihood option |
|-----|---------------------|-------------|-----|--------|--------------------|----------------------|-------------------|
| 1 | Christiana Okere | Yirase | 41 | Female | farming | soap making | Soap making |
| 2 | Victoria Ayepah | Yirase | 36 | Female | farming | soap making | Soap making |
| 3 | Likia Osumanu | Yirase | 46 | Female | farming | soap making | Soap making |
| 4 | Sophia Ayiti | Yirase | 41 | Female | farming | soap making | Soap making |
| 5 | Comfort Nyame | Yirase | 46 | Female | farming | soap making | Soap making |
| 6 | Grace Badu | Yirase | 43 | Female | farming | soap making | Soap making |
| 7 | Afua Nkrumah | Yirase | 53 | Female | farming | soap making | Soap making |
| 8 | Cecilia Ampong | Yirase | 45 | Female | farming | soap making | Soap making |
| 9 | Amina Yakubu | Yirase | 38 | Female | farming | soap making | Soap making |
| 10 | Hawa Abugri | Yirase | 25 | Female | farming | soap making | Soap making |
| 11 | Mary Sokpe | Yirase | 27 | Female | farming | soap making | Soap making |
| 12 | Comfort Mantey | Yirase | 35 | Female | farming | soap making | Soap making |
| 13 | Abena Nimo | Yirase | 46 | Female | farming | soap making | Soap making |
| 14 | Mary Akroba | Yirase | 68 | Female | farming | soap making | Soap making |
| 15 | Faustina Asorku | Yirase | 33 | Female | farming | soap making | Soap making |
| 16 | Cecilia Damoah | Yirase | 40 | Female | farming | soap making | Soap making |
| 17 | Ama Owusuwaa | Yirase | 36 | Female | farming | soap making | Soap making |
| 18 | Beatrice Opoku | Yirase | 54 | Female | farming | soap making | Soap making |
| 19 | Elizabeth Pokuwaa | Yirase | 38 | Female | farming | soap making | Soap making |
| 20 | Zenabu Dauda | Yirase | 31 | Female | farming | soap making | Soap making |
| 21 | Salamatu Seidu | Yirase | 40 | Female | farming | soap making | Soap making |
| 22 | Stella Appiah | Yirase | 22 | Female | farming | soap making | Soap making |
| 23 | Charles Donkor | Yirase | 64 | Male | farming | poultry | Poultry |
| 24 | Halidu Akorm | Yirase | 47 | Male | farming | poultry | Poultry |
| 25 | Ambi Zacharia | Yirase | 45 | Male | farming | poultry | Poultry |
| 26 | Kwabena Adjei | Yirase | 64 | Male | farming | poultry | Poultry |
| 27 | Moses Nkansah | Yirase | 75 | Male | farming | poultry | Poultry |
| 28 | Sabastian Kweku Bim | Yirase | 61 | Male | farming | poultry | Poultry |
| 29 | Stephen Nyarko | Yirase | 30 | Male | farming | poultry | Poultry |
| 30 | Afia Sarpomaa | Wansem Camp | 37 | Female | farming | soap making | Soap making |
| 31 | Veronica Alamisi | Wansem Camp | 31 | Female | farming | soap making | Soap making |
| 32 | Akua Mansah | Wansem Camp | 30 | Female | farming | soap making | Soap making |
| 33 | Glady s Mborgo | Wansem Camp | 36 | Female | farming | soap making | Soap making |
| 34 | Hawa Sumaila | Wansem Camp | 40 | Female | farming | soap making | Soap making |
| 35 | Fatima Iddrisu | Wansem Camp | 35 | Female | farming | soap making | Soap making |
| 36 | Mariama Sumaila | Wansem Camp | 35 | Female | farming | soap making | Soap making |
| 37 | Asana Ibrahim | Wansem Camp | 41 | Female | farming | soap making | Soap making |
| 38 | Alidjata Ali | Wansem Camp | 30 | Female | farming | soap making | Soap making |
| 39 | Agnes Buabeng | Wansem Camp | 49 | Female | farming | soap making | Soap making |
| 40 | Juliana Ababio | Wansem Camp | 35 | Female | farming | soap making | Soap making |
| 41 | Comfort Botway | Wansem Camp | 47 | Female | farming | soap making | Soap making |
| 42 | Ramani Abugri | Wansem Camp | 38 | Male | farming | poultry | Poultry |
| 43 | Baba Iddrisu Seidu | Wansem Camp | 53 | Male | farming | poultry | Poultry |
| 44 | Kwame Atommoh | Wansem Camp | 50 | Male | farming | poultry | Poultry |
| 45 | Abdullah Yussif | Wansem Camp | 47 | Male | farming | poultry | Poultry |

| No. | Name | Community | Age | Sex | Primary occupation | Secondary occupation | Livelihood option |
|-----|--------------------|--------------|-----|--------|--------------------|------------------------------|---------------------|
| 46 | Haruna Nsor | Wansema Camp | 64 | Male | farming | poultry | Poultry |
| 47 | Tahidu Agrugu | Wansema Camp | 54 | Male | farming | poultry | Poultry |
| 48 | Yaya Dauda | Wansema Camp | 65 | Male | farming | poultry | Poultry |
| 49 | Sulemana Ali | Wansema Camp | 50 | Male | farming | poultry | Poultry |
| 50 | Issah Karim | Wansema Camp | 39 | Male | farming | poultry & carpenter | Poultry |
| 51 | Noah Obour | Wansema Camp | 47 | Male | farming | poultry | Poultry |
| 52 | Isaac Adama | Aboi Nkwanta | 36 | Male | farming | bee keeping | Bee keeping |
| 53 | Kwame Dapaah | Aboi Nkwanta | 36 | Male | farming | bee keeping | Bee keeping |
| 54 | Moses Gyabah | Aboi Nkwanta | 32 | Male | farming | bee keeping | Bee keeping |
| 55 | Aloko Atinga | Aboi Nkwanta | 45 | Male | farming | bee keeping/pig & sheep farm | Bee keeping |
| 56 | Nana Amoo Kwadwo | Aboi Nkwanta | 52 | Male | farming | bee keeping | Bee keeping |
| 57 | Nana Amoo Kwesi | Aboi Nkwanta | 72 | Male | farming | bee keeping | Bee keeping |
| 58 | Papa Kwesi Mensah | Aboi Nkwanta | 52 | Male | farming | bee keeping | Bee keeping |
| 59 | Samuel Amoah | Aboi Nkwanta | 65 | Male | farming | bee keeping | Bee keeping |
| 60 | Anthony Appiah | Aboi Nkwanta | 70 | Male | farming | bee keeping | Bee keeping |
| 61 | Onum Isaac | Aboi Nkwanta | 54 | Male | farming | bee keeping | Bee keeping |
| 62 | Kofi Neme | Aboi Nkwanta | 41 | Male | farming | bee keeping | Bee keeping |
| 63 | Amidu No | Aboi Nkwanta | 46 | Male | farming | bee keeping | Bee keeping |
| 64 | Kwasi Awuni | Aboi Nkwanta | 42 | Male | farming | bee keeping | Bee keeping |
| 65 | Dasamana Abdulai | Aboi Nkwanta | 33 | Male | farming | bee keeping | Bee keeping |
| 66 | Alhassan Ajibila | Aboi Nkwanta | 35 | Male | farming | bee keeping | Bee keeping |
| 67 | Kwadwo Akuaku | Aboi Nkwanta | 47 | Male | farming | bee keeping | Bee keeping |
| 68 | Maxwell Takyi | Aboi Nkwanta | 34 | Male | farming | bee keeping | Bee keeping |
| 69 | Joe Apam | Aboi Nkwanta | 35 | Male | farming | bee keeping | Bee keeping |
| 70 | Adwoa Tawiah | Aboi Nkwanta | 40 | Female | farming | soap making | Soap making |
| 71 | Leticia Kampong | Aboi Nkwanta | 31 | Female | petty trader | soap making | Soap making |
| 72 | Elizabeth Tawiah | Aboi Nkwanta | 54 | Female | farming | soap making | Soap making |
| 73 | Vida Agyapong | Aboi Nkwanta | 48 | Female | farming | soap making & trading | Soap making |
| 74 | Susana Dasemani | Aboi Nkwanta | 25 | Female | farming | soap making | Soap making |
| 75 | Esther Sefaa | Kroboase | 44 | Female | farming | soap making | Soap making |
| 76 | Beatrice Asamoah | Kroboase | 59 | Female | farming | soap making | Soap making |
| 77 | Beatrice Ofori | Kroboase | 54 | Female | farming | soap making | Soap making |
| 78 | Mary Osarfo | Kroboase | 40 | Female | farming | soap making & trading | Soap making |
| 79 | Comfort Okyerewaa | Kroboase | 40 | Female | farming | soap making | Soap making |
| 80 | Charlotte Mensah | Kroboase | 52 | Female | farming | soap making | Soap making |
| 83 | Dorcas Owusu | Kroboase | 38 | Female | farming | chop bar operator & palm oil | Soap making |
| 84 | Mary Kwashie | Kroboase | 35 | Female | farming | palm oil extraction | Soap making |
| 85 | Faustina Boafo | Kroboase | 26 | Female | farming | petty trader & palm oil extr | Soap making |
| 87 | Barnabas Amoo | Kroboase | 37 | Male | farming | palm oil extraction | Palm oil extraction |
| 81 | Elizabeth Oforiwaa | Kroboase | 33 | Female | farming | palm oil extraction | Palm oil extraction |
| 82 | Augustine Nyarko | Kroboase | 45 | Male | farming | palm oil extraction | Palm oil extraction |
| 86 | Mary Adobea | Kroboase | 50 | Female | farming | palm oil extraction | Palm oil extraction |
| 88 | Vida Ntoni | Kroboase | 35 | Female | farming | bakery | Bakery |
| 89 | Gloria Asante | Kroboase | 32 | Female | farming | bakery | Bakery |
| 90 | Eric Asante | Kroboase | 49 | Male | farming | vegetables | Vegetables |

| No. | Name | Community | Age | Sex | Primary occupation | Secondary occupation | Livelihood option |
|-----|--------------------|--------------|-----|--------|--------------------|------------------------------|---------------------|
| 91 | Abraham Nyarko | Kroboase | 28 | Male | farming | | Vegetables |
| 92 | Sophia Appiah | Oforikrom | 62 | Female | farming | soap making | Soap making |
| 93 | Mary Opare | Oforikrom | 52 | Female | farming | soap making | Soap making |
| 94 | Elizabeth Akakpo | Oforikrom | 42 | Female | farming | soap making | Soap making |
| 95 | Kwame Adim | Oforikrom | 52 | Male | farming | soap making | Soap making |
| 96 | Diana Oforiwaa | Oforikrom | 41 | Female | farming | soap making | Soap making |
| 97 | Margaret Kumiwaa | Oforikrom | 45 | Female | farming | soap making | Soap making |
| 98 | Comfort Marfowaa | Oforikrom | 40 | Female | farming | soap making | Soap making |
| 99 | Susana Abena Arko | Oforikrom | 40 | Female | farming | soap making | Soap making |
| 100 | Diana Mensah | Oforikrom | 35 | Female | farming | soap making | Soap making |
| 101 | Mary Duku | Oforikrom | 55 | Female | farming | soap making | Soap making |
| 102 | Margaret Asantewaa | Oforikrom | 47 | Female | farming | soap making | Soap making |
| 103 | Juliana Ansah | Oforikrom | 40 | Female | farming | soap making | Soap making |
| 104 | Rebecca Sae | Oforikrom | 42 | Female | farming | soap making | Soap making |
| 105 | Akosua Ntiriwaa | Oforikrom | 35 | Female | farming | soap making | Soap making |
| 106 | Mabel Oforiwaa | Oforikrom | 45 | Female | farming | soap making | Soap making |
| 107 | Joyce Addo | Oforikrom | 43 | Female | farming | soap making | Soap making |
| 108 | Edward Kwame Baah | Oforikrom | 52 | Male | farming | lottor writer & vegetables | Vegetables |
| 109 | Ebenezer Kwadwo A | Oforikrom | 58 | Male | farming | vegetables | Vegetables |
| 110 | Leticia Opare | Oforikrom | 42 | Female | farming | petty trader & vegetables | Vegetables |
| 111 | Mary Odei | Oforikrom | 40 | Female | farming | kenkey seller & palm oil ext | Palm oil extraction |
| 112 | Afua Bobia | Oforikrom | 50 | Female | farming | kenkey seller & palm oil ext | Palm oil extraction |
| 113 | Georgina Asuman | Oforikrom | 38 | Female | farming | petty trader & palm oil extr | Palm oil extraction |
| 114 | Florence Kissiedu | Oforikrom | 42 | Female | farming | palm oil extraction | Palm oil extraction |
| 115 | Adu Owusu Faustin | Apoli Beposo | 43 | Male | farming | tailor & bread and pastries | Bakery |
| 116 | Mary Entsie | Apoli Beposo | 40 | Female | farming | bread and pastries | Bakery |
| 117 | Afua Mango | Apoli Beposo | 40 | Female | farming | bread and pastries | Bakery |
| 118 | Vivian Okutu | Apoli Beposo | 39 | Female | farming | soap making | Soap making |
| 119 | Christian Annubel | Apoli Beposo | 36 | Female | farming | soap making | Soap making |
| 120 | Comfort Ayekie | Apoli Beposo | 46 | Female | farming | soap making | Soap making |
| 121 | Ayithey Smith | Apoli Beposo | 44 | Male | farming | soap making & poultry | Soap making |
| 122 | Mark Oforosu | Apoli Beposo | 36 | Female | farming | soap making | Soap making |
| 123 | Elizabeth Koda | Apoli Beposo | 42 | Female | farming | soap making | Soap making |
| 124 | Mary Yeboah | Apoli Beposo | 44 | Female | farming | soap making | Soap making |
| 125 | Esther Aboagyewaa | Apoli Beposo | 41 | Female | farming | soap making | Soap making |
| 126 | Juliana Ofosua | Apoli Beposo | 50 | Female | farming | soap making | Soap making |
| 127 | Mary Akonu | Apoli Beposo | 42 | Female | farming | soap making | Soap making |
| 128 | Comfort Inkoom | Apoli Beposo | 43 | Female | farming | soap making | Soap making |
| 129 | Dora Debrah | Apoli Beposo | 48 | Female | farming | soap making | Soap making |
| 130 | Agnes Komtei | Apoli Beposo | 47 | Female | farming | soap making | Soap making |
| 131 | Patrick Yawson | Apoli Beposo | 38 | Female | farming | masonry & soap making | Soap making |
| 132 | Emmanuel Adu | Apoli Beposo | 49 | Male | farming | driving | Vegetables |
| 133 | Isaac Oforosu | Apoli Beposo | 42 | Male | farming | vegetables | Vegetables |

Annex G: CCP Expanded Final Evaluation: Sub-study “Effectiveness of the Livelihoods Component of the CCP Project” – Côte d’Ivoire

This sub-study was prepared for the ILO-IPEC by Charles KAPIE G., Agro-Economist, Consultant, in September 2014.

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Acronyms

| | |
|---------------|---|
| AIP | Ivorian Press Agency |
| ANADER | National Agricultural Development Support Agency |
| CAP | Community Action Plan |
| CCP | Towards child labor free cocoa growing communities in Côte d'Ivoire and Ghana through an integrated area based approach |
| CFRS | Child and Family Right Services |
| CL | Child Labor |
| FCFA | Franc of the Financial Community in Africa (former African former French colonies) |
| FFS | Farmer Field Schools |
| IA | Implementation Agency |
| IGA | Income Generation Activities |
| ILO | International Labor Organization |
| IPEC | International Programme on the Elimination of Child Labor |
| MARP | Active Methods for Participatory Research |
| NGO | Non-Governmental Organization |
| PAO | Professional Agricultural Organization |
| SEL | Self Help Literacy |
| SSI | Semi-structured Interview |
| ST | Skilled Technician |
| WFCL | Worst Forms of Child Labor |

Executive summary

The aim of the International Programme on the Elimination of Child Labor (IPEC) is the progressive elimination of child labor, especially its worst forms.

IPEC intervention strategy is based on the improvement and the diversification of target households' livelihoods.

The aim of this study is to evaluate the effectiveness of the actions carried out in the communities to improve their livelihoods.

Methodology

The sub-study mainly focuses on communities and beneficiary households.

The approach to carry it out was essentially based on a combination of field survey of target stakeholders and desk study.

In total, the field data collection phase, which was held from July 30 to August 10, 2014, permitted to visit 08 communities, have 04 institutional interviews with IAs and interview 32 households. This data collection was carried out using a desk study, semi-structured interviews, community meetings, focus groups and direct observation.

Results

- ***Socio-economic and demographic profile of visited communities***

The visited communities mainly depend on agriculture with cocoa as their main crop. Other perennial crops are grown, including rubber, palm oil and cashew (mainly in Kodi and Koniankouamékro).

Women in these communities play an important role in the economic activity. Their main activities more focus on food (cassava, rice, peanuts, corn, peppers, okra, eggplant, etc.) that they sell. Communities also benefit from basic socio-economic infrastructures: schools, hydraulic pumps, markets, health centers, electrification, etc. As part of the project, all the visited communities have now a community action plan.

- ***Socio-economic and demographic profile of interviewed households***

Interviewees on behalf of the households are aged 29-64, with an average age of 44 years.

This study allowed to interview 22 men and 10 women as part of the semi-structured interviews with the respondents of beneficiary households.

Interviewees were mostly married (84%) and more than half of them (53%) had no education.

- ***Livelihood services implementation strategy***

The implementation of the beneficiaries' livelihood improvement services was mainly based on a community approach. The 1,000 beneficiaries (250 per district) were organized into groups to receive IGA starter kits.

Thereafter, the IGAs were identified, primarily in response to the possibility of performing the activity in a period not exceeding four months.

- *Services options for livelihoods improvement*

The services to improve the livelihoods of CCP project beneficiary communities are:

- Income Generating Activities (IGA);
- Technical training practices in Fields Farmers Schools (FFS), farms schools and craft workshops;
- Functional literacy;
- Training in management, organization, and marketing.
- *Relevance of selected IGAs*

Generally, the selected IGAs were not subject to a preliminary study to assess the feasibility and desirability in the socioeconomic context of communities.

- *Coaching of the beneficiaries*

In Soubré, ANADER, as IA, directly led coaching of IGA the beneficiaries. In the other departments of the project, IAs subcontracted coaching with ANADER's local representations.

- *Effects of the project on the improvement of livelihoods*
- Overall satisfaction of the beneficiaries
- To contribute to the families' food security
- To strengthen community beneficiaries' capacity (i.e. literacy)
- To improve social infrastructure in the community
- To strengthen social cohesion in the community
- *Capacity of Executing Agencies to continue the project*

In the absence of funding, it will be difficult for them to be sufficiently operational to calmly continue the coaching of the beneficiaries.

Conclusion

Project implementation took place with a great delay in the actual start of the services activities to improve the targeted households' livelihoods.

Despite little quantitative results compared to expectations, the project helped reinforce community resources and build technical and social capacity of beneficiary households. It also helped improve household food security and social cohesion within communities.

Lessons learned

- Agricultural IGAs are strongly depended on the agricultural calendar
- Feasibility study of IGAs are required before moving to provide services on them
- Coaching of IGAs should be well defined and extended at minimum through 3 cycles

- Access to land is a requirement for agricultural IGAs to be implemented by community groups

Good practices

- Developing synergies among Implementing agencies and other similar institutions in providing technical support to community IGAs
- Provision of incubators to community groups for chicken production
- Provide capacity building to community groups to produce locally poultry feeds
- Optimize the cost of production of beneficiaries IGAs through a strong/intensive use of local materials for building infrastructure when implementing these IGAs (i.e. chicken)
- Facilitate the formalization of IGAs community groups, including opening of a bank account
- Capacities of individual beneficiaries to replicate group IGAs developed with the project support

Challenges

- Follow-up of IGAs beneficiaries coaching after the end of the project
- Capacity of community IGAs management committees to continue promoting effectively through redistributing IGAs benefits to the households and individuals.

1. Introduction

1. The aim of the International Program on the Elimination of Child Labor (IPEC) is the progressive elimination of child labor, especially its worst forms. The will and commitment of governments to address child labor in cooperation with employers' and workers' organizations, non-governmental organizations and other relevant parties in society is the basis for ILO-IPEC action.
2. ILO-IPEC support at the country level is based on a phased, multi-sector strategy including strengthening national capacities to deal with this issue, legislation harmonization, improvement of the knowledge base, raising awareness on this negative consequences of child labor, promoting social mobilization against the scourge and implementing demonstrative direct action programs (AP) to prevent children from child labor, remove child laborers from hazardous work, and provide them and their families with appropriate alternatives.
3. In IPEC's intervention strategy within the direct action in communities, a central component is the improvement and diversification of the livelihoods of the target households. This component is implemented in partnership with local and national government agencies, local authorities and NGOs with specific expertise in selected types of productive and services subjects. The aim is that the outcome of direct action will be the improvement of households' income to contribute to the elimination of child labor and strengthening of the implementing agencies to continue expanding their services to households.
4. The CCP Project is implemented in 40 communities in Côte d'Ivoire with several components, including "improving livelihoods." For this component, the project has 2 immediate objectives:
 - **IO.3.** By the end of the project targeted households of cocoa growing communities will have improved sustainable livelihoods.
 - **IO.5.** By the end of the project, the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labor in cocoa growing communities will be enhanced.

2. Purposes and expected outputs

2.1 Purposes

5. The purposes of the sub-study are:

- To provide quantitative and qualitative evidence for case study communities and households of the project outcomes and impacts achieved regarding improving productivity of current and new income generating activities (IGA) and their level of potential ability.
- To assess the relevance of the livelihood activities delivered to beneficiaries.
- To assess the quality of the technical support offered to households and communities by implementing agencies (IA).
- To analyse the livelihood implementing agencies' capacity and the support received by the project to face any capacity challenges.
- To analyse the articulation of the available technical support services with national, local government and community authorities to continue providing support to the households to continue operating new IGAs as well as increasing the productivity in the current productive activities.
- To identify lessons for national and local stakeholders, IPEC and the donor regarding the scale up and reproducibility of this type of intervention in relation to CL elimination.

2.2 Expected outputs

6. The outputs expected from the consultant of the sub-study are:

- Work Plan: Plan for data analysis and methodology.
- Style of the main report on the methodology, results, lessons learned and good practices relating thereto.
- Presentation of initial remarks at the stakeholders' workshop on the EFE.
- Report of the sub-study: Draft and Final.

3. Methodology

3.1 Data collection

3.1.1 Target

7. The sub-study mainly focuses on the communities and households as well as the Implementing Agencies (IAs).

3.1.2 Tools for data collection

8. The main tools for data collection are: desk review, semi-structured interviews, community meetings, focus groups and direct observation.

- **Desk review**

The aim was to collect all the documentation developed by project national coordination as well as the IAs and IGA management committees.

- **Semi-structured interviews**

Direct interviews were conducted with beneficiary households, IAs and IPEC project field team.

These interviews helped to clarify the different intervention approaches as well as the approaches and results. Finally, these interviews helped to highlight the key challenges, lessons learned and future needs for intervention in different target areas.

- **Focus group/community meetings**

A community meeting, attended by the representatives of beneficiary groups and community leaders, was organized in each community visited.

Focus groups were also held in some communities with specific groups of IGA beneficiaries.

- **Direct observation**

The direct observation identified the occurrence of some impacts and points of satisfaction of beneficiaries. This is the case with the observation of some IGA sites and learning centers (Farm Schools, tailoring and mechanical workshops).

3.1.3 Selection of visited areas and households

9. Following the discussions with project national coordination, the list of places to visit was drawn from a rational selection. This selection is based on accessibility criteria, project activities effectively implemented, particularly with regard to the livelihoods.

10. In total, the field data collection stage, which was held from July 30 to August 10, 2014, permitted to visit 08 communities, have 04 institutional interviews with the IAs, and interview 32 households (Table 1).

Table 1: Targets visited during data collection

| Area | Communities | Households interviewed | Community meeting | Focus group | IGAs Visited | Success story | IA |
|---------|------------------|------------------------|-------------------|----------------------------|--|--|---|
| Bouaflé | Zaguieta | 4 | 1 | - | Poultry farm, tailoring workshop, mechanical workshop (02), carpentry workshop | Poultry farm | SAA |
| | Dianoufla | 4 | 1 | - | Poultry farms (2) | Poultry farm, User | |
| Daoukro | Kodi | 4 | 1 | Women producers of cassava | Cassava shredder | - | Ministry of solidarity, child, woman and family |
| | Konian kouamékro | 4 | 1 | - | Poultry farms (2) | Individual poultry farm, group poultry manager | |
| Issia | Bissaguhé | 4 | 1 | - | - | - | CFRS |
| | Balahio | 4 | 1 | - | - | - | |
| Soubré | Kangagui | 4 | 1 | - | Cassava farm, poultry farm | - | ANADER |
| | Oupagui | 4 | 1 | Women producers of cassava | Poultry farm, cassava farm (2) | - | |

3.2 Data analysis

11. The data collected during the interviews were analyzed following an approach based on the analysis of the content. It emphasizes specially the success factors, challenges and/or constraints of different recurring livelihood service components. The quantitative indicators and the trends from the interviews were analyzed.

3.3 Limitations of the sub-study

12. The limitations of the sub-study are essentially methodological and cover the following points:

- IGA beneficiaries are groups; which does not allow to rigorously assess the benefits to households;
- The records of financial data are recent (April) and incomplete for most groups; which makes it difficult to establish the operating accounts of IGAs. It is the same for the households that do not keep accounting charges and incomes related to IGAs.

4. Results

4.1 Socio-economic and demographic profiles of visited communities

13. The visited communities mainly live on agriculture with cocoa as their main crop. Other perennial crops are grown, including rubber, oil palm and cashew (mainly in Kodi and Koniankouamékro). In these communities, the dominant production unit is the domestic family. It is built around the head of the household and is composed of the wives, brothers, aunts, children and other individuals of the extended family.
14. Women in these communities play an important role in the economic activity. Women's main activities more focus on food (cassava, rice, peanuts, corn, pepper, okra, eggplant, etc.) that they sell. Food production is their main source of income. Thereby, they not only contribute to support the family but also to their own load.
15. The communities also benefit from basic socio-economic infrastructure: schools, hydraulic pumps, markets, health centers, electrification, etc.
16. Through the project, all the visited communities have now a community action plan.

Table 2: Socio-economic and demographic profile of the visited communities

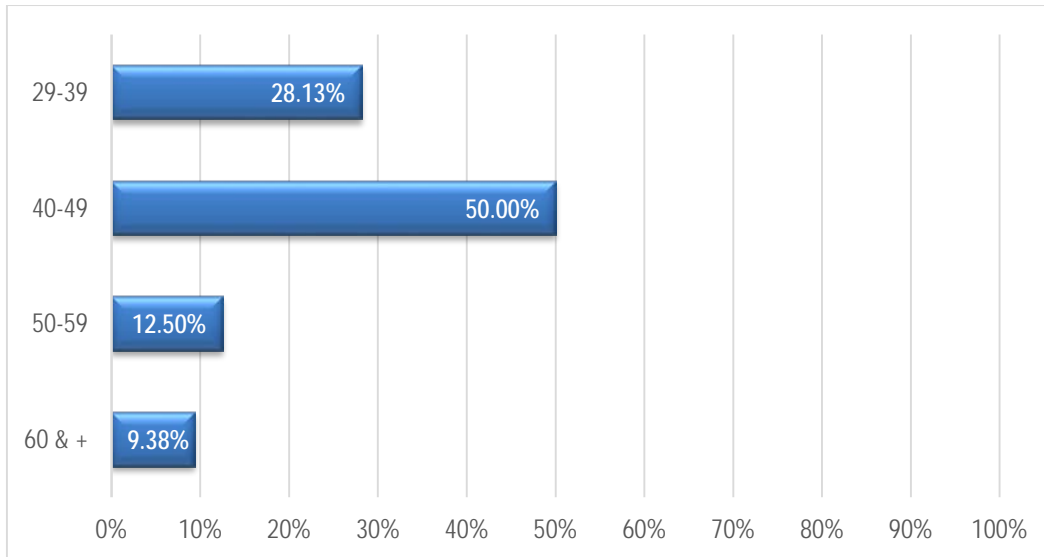
| Characteristics | District/communities | | | | | | | |
|------------------------------|-------------------------|------------------------------|-------------------------|---------------------------------|----------------------|----------------------|----------------|-----------------------------|
| | Soubré | | Issia | | Bouaflé | | Daoukro | |
| | Kangagui | Oupagui | Bissaguhé | Balahio | Zaguieta | Dianoufla | Kodi | Koniankouamekro |
| Population | 2,300 | 1,500 | 3,000 | 4,000 | 5,000 | 7,968 | 1,944 | 3,000 |
| Existence of schools | yes | yes | yes | yes | yes | yes | yes | yes |
| Existence of Hydraulic pumps | yes | yes | yes | yes | yes | yes | yes | yes |
| Existence of electricity | no | yes | yes | no | yes | yes | yes | no |
| Existence of market | yes | no | non | | yes | yes | yes | no |
| Existence of health center | no | no | yes | no | yes | no | yes | yes |
| Development of a CAP | yes | yes | yes | yes | yes | yes | yes | yes |
| Main activity - Men | Cocoa | Cocoa | Cocoa | Cocoa | Cocoa | Cocoa | Cocoa | Cocoa |
| Main activity – Women | Food | Food | Food | Food | Food | Food | Food | Food |
| Secondary activity – Men | Rubber, corn, rice, yam | Rubber, corn, rice, breeding | Coffee, corn, rice, yam | Rubber, Coffee, corn, rice, yam | Corn, rice, breeding | Corn, rice, breeding | Yam, cashew | Corn, yam, Cashew, breeding |
| Secondary activity – Women | Small business | Small business | Small business | Small business | Small business | Small business | Small business | Small business |

4.2 Socio-economic and demographic profile of interviewed households

- **Age of respondents**

Interviewees of the households are aged 29-64 with a mean age of 44 years.

Graphic 1: Distribution of interviewed households' respondents by age

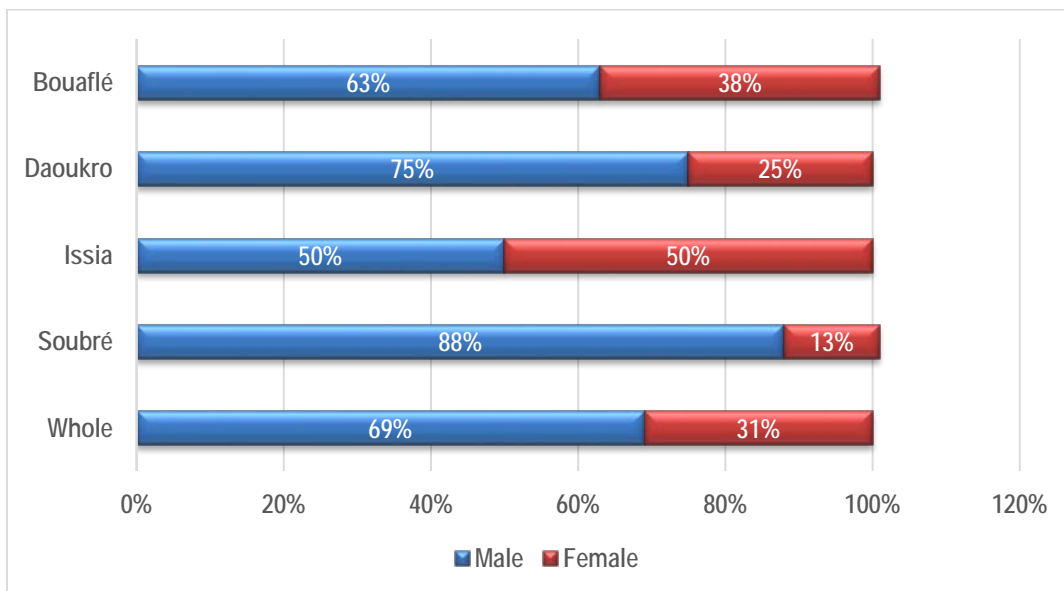


Source: Field data of the current study

- **Gender of respondents**

This study permitted to interview 22 men and 10 women as part of the semi-structured interviews to the respondents of beneficiary households.

Graphic 2: Distribution of households' respondent by gender

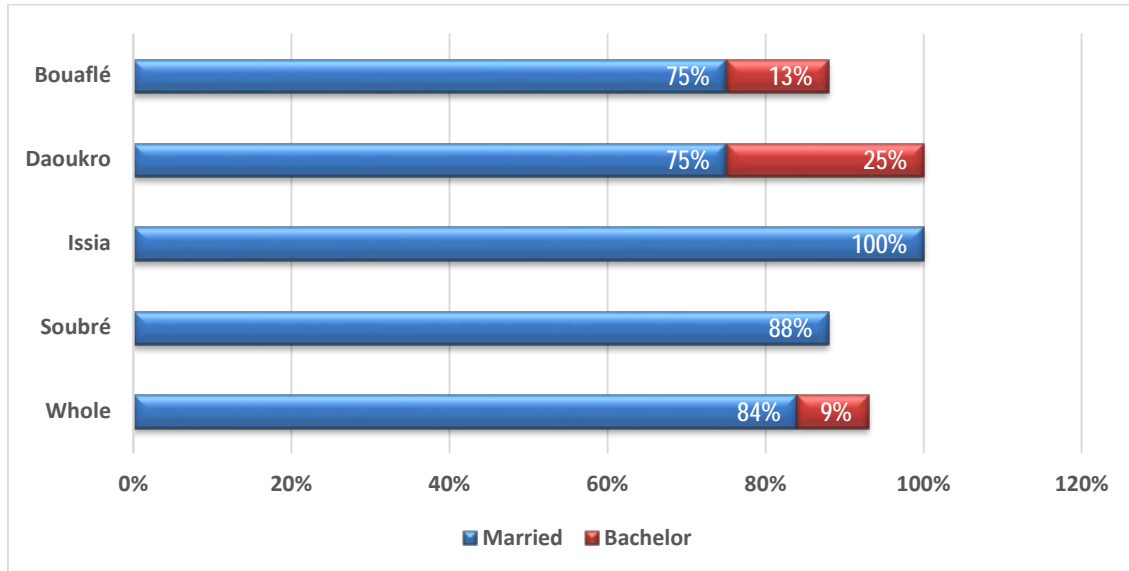


Source: Field data of the current study

- **Marital status of interviewees**

Interviewees are mostly married (84%).

Graphic 3: Distribution of households' respondent by marital status

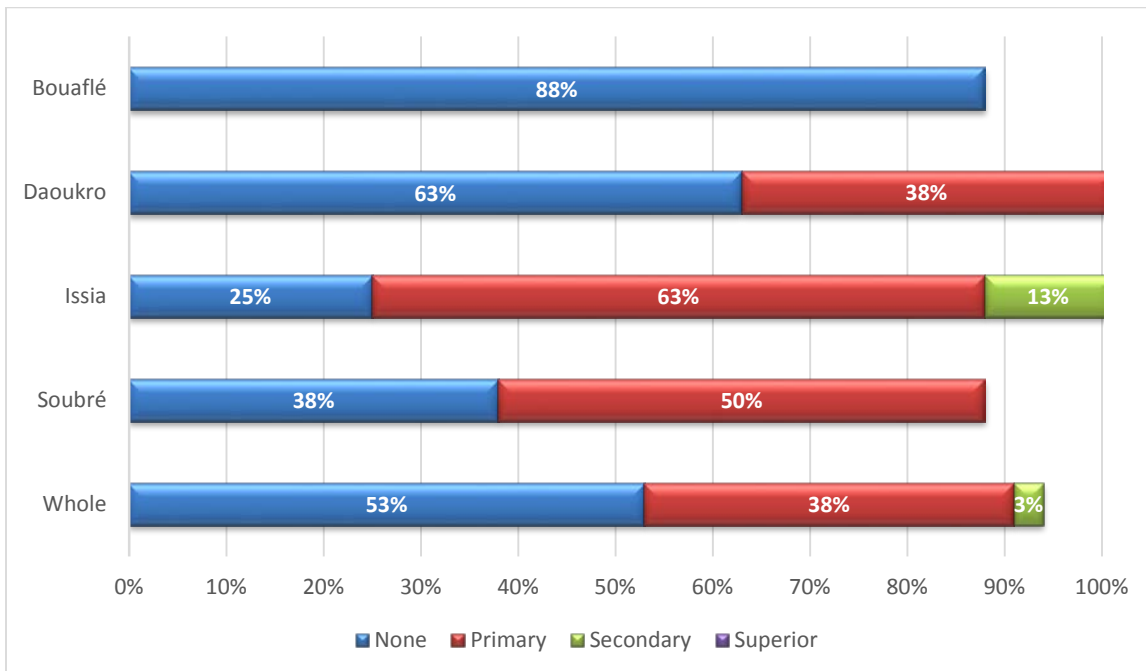


Source: Field data of the current study

- **Level of education**

More than one out of two interviewees (53%) has no education.

Graphic 4: Distribution of households' respondent by educational status



Source: Field data for the current study

- **Livelihood improvement option benefited by the interviewee**

The beneficiaries generally benefited from one or more livelihood improvement services.

Table 3: Distribution of households by type of livelihood

| | Bouaflé | Daoukro | Issia | Soubré | Overall |
|------------------------------|---------|---------|-------|--------|---------|
| Literacy | - | - | 13% | 13% | 6% |
| CEP | 13% | - | 38% | 25% | 19% |
| Cassava | - | - | 13% | 13% | 6% |
| Breeding | 13% | 13% | - | - | 6% |
| Corn | - | 50% | - | - | 13% |
| Cassava shredder | - | 25% | - | - | 6% |
| CEP, Soya | - | - | 13% | - | 3% |
| CEP, Literacy | 13% | - | - | 38% | 13% |
| CEP, Literacy, bean | - | - | 13% | - | 3% |
| CEP, Literacy, Corn, Cassava | 13% | - | - | - | 3% |
| CEP, Corn, Pepper | 13% | - | - | - | 3% |
| CEP, Breeding, Literacy | 13% | - | - | - | 3% |
| CEP, Literacy, Corn | 13% | - | - | - | 3% |
| CEP, Breeding, Corn | 13% | - | - | - | 3% |
| Manioc, Literacy | - | - | 13% | 13% | 6% |
| Corn, Breeding, Literacy | - | 13% | - | - | 3% |

Source: Field data of the current study

4.3 Livelihood services implementation strategy

17. The implementation of the beneficiaries' livelihoods improvement services was mainly based on a community approach. The aim is firstly to promote strengthening of economic and social capacity of communities to achieve in the medium-term, the improvement of the livelihoods of individuals/households.
18. 1,000 beneficiaries (250 per district) were organized into groups to receive IGA starter kits.
19. Thereafter, IGAs were identified, especially taking into account the possibility of performing the activity in a period not exceeding four months.

4.4 Service options for livelihood improvement

20. The services to improve the livelihoods of communities benefiting from CCP project are based on three major areas:
 - Building the technical, commercial and managerial capacities of the beneficiaries;
 - Reinforcing the financial capital of the beneficiaries through income-generating activities;
 - Reinforcing social and community capital of the beneficiaries.

21. On this basis, the following livelihood improvement services can be distinguished:

- Income Generating Activities (IGA);
- Technical training practices in the Fields Farmer Schools (FFS), farm schools and craft workshops;
- Functional literacy;
- Training in management, organization and marketing.
- **Agricultural IGAs**
These are rice, corn, cassava, and soya growing activities.
- **Breeding IGAs**
These are pigs and chicken breeding activities.
- **Other IGAs**
These activities include the operation of production facilities in the form of chargeable services. This precisely relates to tricycle motorcycles, brick stuffers, cassava grinders.
There are also learning trades such as hairdressing, tailoring and mechanics whose beneficiaries are adolescents aged 15-17.

4.4.1 Farm income generating activities

- **Speculations and starter kits**
At the start of IGAs, groups were divided by expected speculation and were offered starter kits. The beneficiaries grew rice, corn, cassava, beans, soy, pepper, and peanuts on common plots (0.5 to 1 ha). In the community of Kodi, starter kits were individualized.

Table 4: Selected speculation and starter kit received

| Speculation/Kits | District/communities | | | | | | | |
|------------------|----------------------|---------|------------------------|------------------|-----------------------|--------------|---------|------------------|
| | Soubré | | Issia | | Bouaflé | | Daoukro | |
| | Kangagui | Oupagui | Bissaguhé | Balahio | Zaguieta | Dianoufla | Kodi | Konianskouamekro |
| Speculation | Cassava | Cassava | Soya, rice, bean, corn | Soya, rice, corn | Corn, pepper, cassava | Corn, peanut | Corn | Corn |
| Seed/cutting | yes | yes | yes | yes | yes | yes | yes | yes |
| Sprayer | yes | yes | yes | yes | yes | yes | yes | yes |
| Phyto | yes | yes | yes | yes | yes | yes | yes | yes |
| Machetes | No | No | No | No | yes | yes | No | no |
| Limes | No | No | No | No | yes | yes | No | no |

Source: Field data of the current study

Apart from community plots, most beneficiaries could cultivate very small individual plots for subsistence. Data on the individual plots are not available to date.

- **Production and sales**

The planting of crops was late compared to crop calendar in project areas. Moreover, crops such as beans and soya are not part of the cultural habits of the beneficiaries who do not master the technical processes. These two factors had a negative effect on the harvests that are well below the beneficiaries' expectations.

Table 5: Production by community under the agricultural IGA

| Productions (kg) | District/communities | | | | | | | |
|------------------|----------------------|-------------|-------------------|------------------|-----------------------|--------------|---------------|-----------------|
| | Soubré | | Issia | | Bouaflé | | Daoukro | |
| | Kangagui | Oupagui | Bissaguhé | Balahio | Zaguieta | Dianoufla | Kodi | Koniankouamekro |
| | cassava | cassava | Soya, rice, bean, | Soya, rice, corn | Corn, pepper, cassava | Corn, peanut | Corn | Corn |
| Cassava | In progress | In progress | - | - | In progress | - | - | - |
| Soya | - | - | 50 | 650 | - | - | - | - |
| Rice | - | - | In progress | In progress | - | - | - | - |
| Bean | - | - | 5 000 | - | - | - | - | - |
| Corn | - | - | - | In progress | 100 | 2 400 | No production | 400 |
| Pepper | - | - | - | - | In progress | - | - | - |
| Peanut | - | - | - | - | - | In progress | - | - |

Source: Field data of the current study

22. The weaknesses of the 2013 harvest campaign did not enable the beneficiaries to make significant sales. The productions had many objectives:

- Support for the community through donation of 50 kg of soya to the canteen to feed elementary school students in Bissaguhe;
- The productions carried out on individual plots essentially contributed to enhance food security in concerned households;
- In Balahio, soya was sold at 275 F CFA/kg; a earning of 162,500 F CFA. Beans were sold at least 275 F CFA/kg; an increase of 1,375 million F CFA.
- In Zaguieta out of 100 kg of products, 50 kg were sold for a total earning of 5,000 F CFA and the remaining 50 kg were kept for strengthening the group's productive capital. This amount will be used to create a new corn field.
- In Dianoufla, harvested corn was sold at 100 F CFA/kg; a total earning of 240,000 F CFA.
- In Koniankouamekro, harvested corn was sold at 100 F CFA/kg; a total earning of 10,000 F CFA.

23. In total, sales were not easy for the communities because of their weak bargaining power and search for profitable markets.

4.4.2 Livestock activities

Type of farming

24. The communities in Kangagui, Oupagui, Zaguieta, Dianoufla, and Koniankouamekro benefited from chicken farming as income generating activity.

Table 6: Breeding practices in the visited communities

| Starter kits | District/community | | | | |
|----------------------------|--------------------|---------|----------|-----------|-----------------|
| | Soubré | | Bouaflé | | Daoukro |
| | Kangagui | Oupagui | Zaguieta | Dianoufla | Koniankouamekro |
| Chicks received | 450 | 500 | Yes | Yes | 300 |
| Chickens received | no | No | 50 | 50 | no |
| Hatchery | no | No | Yes | Yes | no |
| Construction equipment | Yes | yes | Yes | Yes | yes |
| Small production equipment | Yes | Yes | Yes | Yes | Yes |

Source: Field data of the current study

25. The breeding strategy used in Zaguieta and Dianoufla was based on the production of chicks from laying hens and cockerels mated on the site and laid eggs are placed in incubators for 21 days. This is a strategy to reduce IGAs' dependence on the outside world regarding one day-old chicks, but for various reasons (such as electricity access and handling incubators), the results are very low compared to settled targets.

Production and Sales

26. Communities in Zaguieta and Dianoufla are only at the start of the process. They are still in the production of hatching eggs before starting their first bands of production. Regarding them then, there is no production and therefore no sales registered.
27. However, the communities of Kangagui and Oupagui could produce and are respectively in their second and fifth band. In Kangagui, 320 chickens were sold at 2,500 F CFA a unit, an earning of 800,000 F CFA. In Oupagui, 402 chickens were sold, producing an earning of 802,000 F CFA.
28. In Koniankouamékro, sales are in progress for nearly three months due to lack of outlets for chickens.

4.4.3 Paid service activities

29. The paid activities are concerning cassava grinders where cassava is grounded at 10 F CFA/bowl, and the tricycle motorcycle where price depends on the distance traveled in Koudougou. These activities are only at their inception.
30. Paid activities apply also to brick press in Koniankouamekro where a brick is pressed at 5 F CFA. But here, the IGA is not yet operational. Construction works in this community are usually carried out after agricultural fieldwork, particularly from November.

4.4.4 Trades training activities

31. The trades training activities are intended to adolescents aged 15-17 years and involve tailoring, hairdressing, mechanics and carpentry. For these activities, all the beneficiaries received installation kits that will be used once the training is completed in artisan trainers' workshops. This is a process that generally lasts at least 3 years.

4.4.5 Farmer field schools

32. The Farmer Field School (FFS) is a "school without walls" that takes place on a plot. It is a place of practical learning through direct observation and exploration of the cultivated plot. FFS were established for beneficiaries with cocoa plots.
33. The FFS sessions are held once a fortnight at a time agreed upon with the producers and each session day lasts 4 hours.
34. The aim is to pass on the productivity improvement techniques of the beneficiary producers' cocoa plots and training topics generally focus on good agricultural practices in cocoa production and handling of agrochemicals.

4.5 Relevance of selected IGAs

35. Generally, selected IGAs were not subject to a preliminary study to assess its feasibility and desirability in the socioeconomic context of communities. One of the remarkable results is that the communities had great difficulty in marketing their productions. This is the case for corn, soya and chickens. In addition to chickens, the IGA was heavily dependent on foreign supplies of food, chicks and basic products.
36. For agricultural products, the communities had to bring about shifts after setbacks in the first phase. Women's groups all changed crops by opting for vegetable crops during the 2014 crop season.

4.6 Training of beneficiaries

37. In Soubre, as IA, ANADER directly coached IGA beneficiaries. In the other project departments, IAs subcontracted coaching with ANADER's local representations.
38. In both cases, coaching by the ANADER's Agents, already anchored in these activities in the area, facilitated the mobilization of communities around project activities. This partner seems to have benefited from high credibility from the beneficiaries. Their knowledge of the stakeholders and the context of the field was a great asset, especially with regard to awareness, targeting and training of beneficiaries. However, the quality of this coaching remains weakened considering the following observations:
 - The same coaching agents run multiple projects simultaneously in several communities. This creates real difficulties at times in terms of human resources allocated for the training of CCP project beneficiaries
 - The coaching of livestock beneficiaries generally covered only a period of one cycle of 45 days.
 - The technical training does not seem to be sufficient in terms of regularity and hours.
 - The beneficiaries of agricultural production did not receive formal training in most cases.

- The FFS generally were well operated over a period of more than five months.

4.7 Project effects on livelihood improvement

4.7.1 Overall beneficiary satisfaction

39. In all project areas, the beneficiaries show great satisfaction for being trained in (i) cocoa production, (ii) breeding of broilers, (iii) production of one-day chicks, (iv) production of poultry feed from local inputs.

4.7.2 To contribute to families' food security

40. Agricultural productions, even though being small, helped reinforce the households' food security.

4.7.3 To strengthen community beneficiaries' capacity

41. Moreover, the beneficiaries believe that functional literacy services have great social and community development potential. Some argue that today, the use of calculators during learning sessions allows them to calculate their income from the sale of their products. Others claim to be able to write their names, read and dial phone numbers.

4.7.4 To improve social infrastructure in the community

42. Funds generated by IGAs are systematically paid back to the bank account of the community. Recipients not only intend to support the entire community to fund activities of common interest contained in the CAPs, they also intend to particularly contribute to the rehabilitation of schools, construction of housing for teachers, support for literacy instructors, etc.

4.7.5 To strengthen social cohesion in the community

43. According to the beneficiaries, the targeting process would have resulted in frustration within communities. They even think that some beneficiaries are much less vulnerable than non-beneficiaries; which would have helped to lessen the mobilization of the entire community around IGAs.
44. In such a context, adopting a socio-economic model that goes from the community to reach in the medium term, households and individuals, is an approach that helps alleviate frustration and strengthen social cohesion in these communities.

4.8 Sustainability of livelihood services improvement

4.8.1 Strategy for sustainability and output (post-project stage)

45. The exit strategy for sustainability is not very explicit in project activities. Project activities primarily focused on crop management on different plots.
46. Technical, financial, organizational, and entrepreneurial capacity building of beneficiaries to achieve a comforting situation for the sustainability of project assets has not been sufficiently conducted in IA monitoring approaches given the relatively short time frame (10 months effective) available to them to deliver results.

47. Apart from the fact that the committees set up to coordinate the management of IGAs are formalized and have all of a bank account, the strategies implemented to prepare them for self-coaching and self-management to ensure their gradual empowerment, do not seem to be sufficiently inked in practice. This is the same in terms of marketing strategies, where the beneficiaries have hardly been trained.
48. The strategy for sustainability is much more visible in terms of the beneficiaries' capacity to implement farming techniques and the measures to increase cocoa production. We can here say that the project has created a pool of potential producers relay within the communities.

4.8.2 Sound management of delivery equipment

49. The basics for managing tricycle motorcycles, cassava grinders and press bricks have not been subject to training per se; which is not very comforting in terms of organizations' real capacities to rationally generate this equipment. But generally, beneficiary groups have a fair management of this investment that, in principle, should be expected to be an internal means to ultimately self-finance these equipment.
50. It is clear that the financial feasibility of this equipment remains potential, as the local operating plans and pricing do not consider the definition of a sustainable operating system and good local governance.

4.9 Capacity of Implementing Agencies to continue the project

51. As it was already mentioned, the operational implementation of the IGAs was provided by ANADER in all project areas. It is the same case for functional literacy activities that have been performed in all project areas by the Autonomous Literacy Service and Non-Formal Education.
52. Even though, if the officials of these structures think that they will continue the activities with the project as part of their usual duties, the experience of this project shows that due to lack of funding, it will be difficult for them to be sufficiently operational to securely continue coaching beneficiaries.

5. Conclusion

53. Project implementation took place in a context of great delay in the actual start of targeted households' services implementation activities.
54. The strategy for livelihoods improvement was to strengthen community resources for households and individuals through IGAs (agricultural, livestock, services) and learning trades (mechanics, hairdressing, tailoring, and carpentry).
55. Despite the small quantitative results compared to expectations, the project has helped strengthen community beneficiaries' capacities and improvement of social infrastructure in the communities. It also helped improve household food security and social cohesion within communities.
56. However, the viability and sustainability of project achievements remain fragile when the project will have finished.

6. Lessons learned

- **Agricultural IGAs are depended on the agricultural calendar**

The agricultural activities in project areas are seasonal and therefore depended on the climate pace. This implies that the implementation of the agricultural IGAs must absolutely take into account the agricultural calendar. This was not the case in this project. This has directly led to the low results with the beneficiaries.

- **Feasibility study of IGAs are required before moving to provide services on them**

As a whole, IGAs have not been based on a baseline study regarding the actual opportunities in the project geographic areas in terms of marketing/commercialization and the required input supply. There were therefore difficulties, particularly for marketing soya in Balahio, chickens in Konian Kouamékro and Oupagui, and corn in Kodi and Koniankouamékro.

In addition, chicken-breeding IGAs also suffered from lack of industrial food and chicks for restarting bands.

- **Coaching of IGAs should be well defined and extended at a minimum through 3 cycles**

To have a real impact at the community level, the IGA coaching system must be clearly defined and spread over at least 3 cycles to allow real beneficiary ownership. Choosing a short time frame (2 months), as it was the case in most project areas, is a real risk regarding IGAs sustainability after the end of the Project.

- **Access to land for the development of agricultural IGAs on community plots**

The experience of this project showed the difficulty for groups to have a sustainable and secure access to land to develop community IGAs.

7. Good practices

- **Development of synergies among partners and similar institutions in providing technical support to community IGAs stakeholders**

As part of project implementation, Implementing Agencies developed, in most areas, partnerships to rollout some components. Thus, in Bouaflé, Daoukro and Issia, partnerships were developed with ANADER for the implementation of IGAs. In Soubré, ANADER worked in partnership with a project with GIZ on cassava value chains to help beneficiaries to benefit from cuttings of improved varieties and to integrate the platform of cassava industry producers.

- **Provision of incubators to community groups for chicken production**

The recipients of farming IGAs in Zaguieta and Dianoufla benefited from an incubator that will help produce chicks locally for farms installed as part of the project. This will reduce the dependency of the latter vis-à-vis the outside world and overcome the recurring problem of chicken shortage on the market.

- **Provide capacity building to community groups to produce locally poultry feeds**

Access to food is one of the limiting factors in terms of poultry breeding. Therefore, developing the capacity of beneficiaries to produce food from local inputs (corn, fish remains collected on rural markets, potato leaves, etc.) is a good practice especially applied in Zaguieté and Dianoufla. This creates the conditions for the viability and sustainability of project activities. This also helps increase recipients' autonomy in terms of procurement of inputs for the development of their IGAs.

- **Optimize the cost of production of beneficiaries' IGAs through a strong/intensive use of local materials for building infrastructure when implementing these IGAs**

For the development of farming IGAs, a strong use of local materials (wood, mud bricks, straw, etc.) was made. This was also the case for feeding, the use of rice bran for heating chicks and the use of local materials for the manufacture of drinkers and feeders. These practices really helped in optimizing the costs of achieving these IGAs.

- **Facilitate the formalization of IGAs community groups, including opening of a bank account**

The viability of the community model implemented in the project necessarily involves to make the community management structures that were created, to be agents that can obtain loans. In this context, all the formalization actions (development of statutes and bylaws, formalization with the administrative authorities, etc.) helped companies to reassure them as such. Moreover, the opening of bank accounts for groups will help improve resource governance generated by IGAs.

- **Capacities of individual beneficiaries to replicate group IGAs developed with project support.**

In Konian Kouamékro, one of the poultry farm beneficiaries has developed his personal "poultry house" based on the group trainings received from the project.

8. Challenges

- **Follow-up of IGAs beneficiaries coaching after the end of the project**

As mentioned above, ANADER was responsible for the coaching of IGA beneficiaries in all project geographic areas. However, it must be noted that today this structure works largely on projects funding. Thus, in a prospect of project completion and therefore the end of contracts, there arises a real question of how coaching of the beneficiaries could continue, should funding stop.

- **Capacity of community IGAs management committees to continue promoting effectively through redistributing IGAs benefits to the households and individuals**

The project socio-economic model is based on building community resources that will subsequently be redistributed to households and individuals. This will necessarily be in a medium and even long-term context. The main challenge here is on the ability of IGAs management committees to comply with the rules of good governance to lead this delicate process for which they have not been adequately trained and coached.

Annexes

Annex 1: Terms of Reference



International Labour Organization

FPWR-International Programme on the Elimination of Child Labour (IPEC)

TERMS OF REFERENCE

Sub study to contribute to the Expanded Final Evaluation (EFE) of the project “Towards child labour free cocoa growing communities in Côte d’Ivoire and Ghana through an integrated area based approach - CCP”

“Effectiveness of the Livelihoods component of the CCP Project

I. Background and Justification

1. The aim of the International Programme on the Elimination of Child labour (IPEC) is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour - in cooperation with employers’ and workers’ organizations, non-governmental organizations and other relevant parties in society- is the basis for ILO-IPEC action. ILO-IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes strengthening national capacities to deal with this issue, legislation harmonization, improvement of the knowledge base, raising awareness on the negative consequences of child labour, promoting social mobilization against it, and implementing demonstrative direct action programmes (AP) to prevent children from child labour and remove child workers from hazardous work and provide them and their families with appropriate alternatives.
2. In ILO-IPEC intervention strategy within the direct action in communities, a central component is the improvement and diversification of the livelihoods of the target households. This component is implemented in partnership with local and national government agencies, local authorities and NGOs with specific expertise in selected types of productive and services subjects. The aim is that the outcome of the direct action will be the improvement of households’ income to contribute to

elimination of child labour and strengthening of the implementing agencies to continue expanding their services to households.

3. The CCP Project is implemented in 40 communities in Cote d'Ivoire and 40 communities in Ghana since January 2011 and will end in August 2014. The project has 5 immediate objectives:

IO.1. By the end of the project target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour in their communities.

IO.2. By the end of the project boys and girls in cocoa growing communities will have improved access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school

IO.3. By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods

IO.4. By the end of the project national capacity to deploy an appropriate CLMS framework to measure progress towards the elimination of child labour through an IAB approach will be improved.

IO.5. By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced

4. While the five IOs work under an integrated strategy, for the current study are especially relevant IO3 “By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods” and IO.5. By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced”
5. The project, with the support of an ILO-IPEC technical project implemented by the UCW Project, developed a “randomized control trial” (RCT) impact evaluation design for the project whole set of interventions package in Ghana, based on a comprehensive baseline and with planned follow-up surveys at the end of the project. For Cote d'Ivoire a “Before and After” assessment of changes in the communities model was designed with a repeat baseline planned. However, the follow-up surveys will not be implemented within the period of the project due to unavailability of funds
6. The baseline studies are expected to play a central role in this sub-study to identify the key variables where it will focus on and to identify potential trends according to data collected in the purpose sample to be applied.

The study within the CCP Expanded Final Evaluation

7. LO considers evaluation as an integral part of the implementation of technical cooperation activities. Provisions are made in all projects in accordance with ILO evaluation policy and based on the nature of the project and the specific requirements agreed upon at the time of the project design and during the project as per established procedures.
8. For larger and significant projects when feasible an Expanded Final Evaluation is developed. It entails conducting sub-studies in addition to the usual evaluation process in order to provide more in-depth understanding on some of the project outcomes and impacts. The current sub-study is therefore a

component of the CCP Expanded Final Evaluation to be managed by the Evaluation and Impact Assessment section of ILO/FPRW-IPEC.

9. To facilitate the effective integration of the findings of this study in the EFE, the evaluation team leader will provide technical support to this study and will incorporate the findings in the evaluation process and in the project final evaluation report of the CCP project.

II. Purpose and Scope

10. The purposes of the sub-study are:
 1. To provide quantitative and qualitative evidence for case study communities and households of the project outcomes and initial impacts achieved (i.e. increase of household incomes and return of child labourers to school due to increased incomes) regarding improving productivity of current activities and new income generating activities (IGA) and their level of potential sustainability
 2. To assess the relevance of the livelihoods activities offered to the beneficiaries
 3. To assess the sustainability of the livelihoods interventions
 4. To assess the quality of the technical support received by households and communities by the project supported implementation agencies (i.e. government and non-governmental organizations)
 5. To analyse the capacity of the implementation agencies for livelihoods and the support received by the project to face any capacity challenge
 6. To analyse the articulation of the technical support services available and the national and local government and community authorities to continue providing support to the households to continue operating the new IGAs as well as the increase in productivity in current productive activities.
 7. To identify lessons for national and local stakeholders, IPEC and the donor regarding scale up and replicability of this type of interventions in relation to CL elimination
11. The sub-study will centre on the community and household. Other actors will be interviewed with the objective of understanding the outcomes and sustainability on the HHs livelihoods and its effect of the existence on child labor in these HHs.
12. The study should contribute to understand and document the process rolled out by the project and their effects within the sampled households and communities, in their quantitative and qualitative dimensions.
13. The sample will be purposive, with successful and not so successful cases in order to obtain lessons. The intention is not to measure the impact of the project in the total target group, or to extrapolate results, but to analyse cases for learning based on rigorous documentation.
14. The sub study is expected to consider all contributing factors to the achieved results in terms of areas identified such as understanding of child labour operational concept, role of community action plans in improving livelihoods, access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school and improving livelihoods towards a sustainable manner.
15. The results of the study will be used to support the findings of the expanded final evaluation. For more details on the integration of the sub-study in the Final evaluation (FE), please refer to the FE ToRs.

III. Suggested Aspects to be Addressed

16. The study can include the following variables:

i. Household level

- a. Household composition: age, sex, level of education, etc.
- b. Activities of HH's members (i.e. children labor and school attendance)
- c. Expected alternative livelihoods requested
- d. Support received from the project: quantity and quality of training process, relevance and timeliness
- e. Understanding and perception of child labor
- f. Household incomes from livelihoods activities promoted (i.e. use of additional income in, for instance, new assets)
- g. Household incomes
- h. Return of child labourers to school and potential link to increased incomes
- i. Other significant changes due to project support in livelihoods

ii. Community and local government

- a. Services for households available in such areas as social infrastructure (e.g. roads, market, etc.), training services, market information
- b. Enabling regulations framework
- c. Integration of HHs demands for better livelihoods in community and district action plans
- d. Link of diversification of livelihoods (i.e. IGA) with education in the district
- e. Link of promotion of IGA and child labour in planning and coordination of local agents

iii. Local and national services (government, NGOs and private sector)

Access, quality, opportunity and relevance of the service delivered to households in:

- a. Microfinance
- b. Training
- c. Provisions of inputs (seeds, tools, machines, etc.)
- d. Technical advice (i.e. marketing)

Note: all variables should be considered linked to project interventions and their influence to the three levels mentioned (Households, Community and local government, and local and national services).

IV. Methodology

17. Under the supervision of the team leader for the EFE, two national consultants will design and implement the sub-study for the assigned country. One national consultant will be in charge of Cote d'Ivoire and a second national consultant will be in charge of Ghana.

18. The sub-study will select a total of 4-6 communities from 2-4 districts by country.

19. The study will include the following steps:
 - a. Work plan: methodology, selected communities and HHs including criteria followed for selection, research questions and variables to use to answer them, techniques to apply, list of expected type of persons to interview, outline of the report and instruments to be applied developed by the national consultant in close coordination with the team leader of the EFE.
 - b. Consistency of methodology and tools to be applied in the two countries through close coordination of the team leader of the EFE and the sub-study national consultants (one per country)
 - c. Field work: visit to all communities and districts in person for interviews, focal groups
 - d. Draft bullet points report on findings, lessons learned and emergent good practices
 - e. Presentation of initial finding to the stakeholders workshop of the EFE (Accra in July 24th for the Ghana study and Abidjan in August 14th for the Cote d'Ivoire study)
 - f. Sub study report: draft and final version in English for Ghana and French for Cote d'Ivoire
20. The sub-study should apply as much as possible triangulation of information through sources and techniques of data collection.
21. Techniques should include: individual and group interviews, focus groups, observation and review of documentation and records
22. The sub-study report should include the following sections:
 - a. Executive summary
 - b. Methodology of the study (including limitations)
 - c. Findings
 - d. Conclusions
 - e. Lessons learned
 - f. Emergent good practices
 Annexes: TORs, work schedule, list of people interviewed, etc.
23. This report is not intended to be a 'stand-alone' document. Rather the findings and conclusions of it will be integrated into the FE report.
24. The national consultant is the final responsible and author of the sub study report that will be produced to integrate the FE report
25. The following are the precise profile and responsibilities of the consultant. The consultant will work under the supervision of the EFE team leader who will provide technical assistance in the preparation of sub-study tools and methodology and in reviewing the analysis and reporting of the sub-study.

26. For more details about the role of the EFE team leader please see the TORs of the FE

| Responsibilities | Profile |
|--|--|
| <ul style="list-style-type: none"> Review of projects documents regarding the livelihood component and other project documents Development of the sub-study methodology Analysis of data Presentation of main findings in a bullet-point style report Make a presentation to the evaluation stakeholders' workshop Finalise the report | <ul style="list-style-type: none"> No prior involvement with the project if possible Relevant background in social or economic development; Relevant country experience in rural areas, preferable in the project target districts Relevant knowledge and experience in social research as independent consultant, especially on livelihoods Experience in working independently under constraints for timely deliver with minimal supervision Experience in the area of household economic development in rural areas and in child labour issues and rights-based approaches in a normative framework are highly appreciated. Fluency in English for Ghana and French for Cote d'Ivoire and local languages of project target communities required For Cote d'Ivoire capacity to read English is required |

27. Summary schedule

| Phase | Duration | Dates Ghana | Dates Cote d'Ivoire |
|--|----------|-----------------|---------------------|
| Desk review and outline of the Work plan | 5 days | 30 June-4 July | 30 June-4 July |
| Field work | 12 days | 7-22 July | 28 July-12 Aug. |
| Presentation in evaluation workshop | 1 day | 24 July | 14 Aug. |
| Draft report | 5 days | 28 July- 1 Aug. | 18-22 Aug. |
| Final report | 1day | 6 Aug. | 25 Aug. |
| Total | 24 days | | |

V. Expected Outputs of the Study

28. The expected outputs to be delivered by the consultant for the sub-study are:

- Work plan: data analysis plan and methodology
- Initial bullet points-style report on methodology, findings, lessons learned and emergent good practices
- Presentation of initial finding to the stakeholders workshop of the EFE (Accra in July 24th or Abidjan in August 14th)
- Sub study report: draft and final version in English for Ghana and French for Cote d'Ivoire. Analytical report presenting the data and key analysis. This report is not intended to be a 'stand-alone' document. Rather the findings and conclusions of it will be integrated into the FE report.
- Electronic version of the raw data for further analysis

29. The total length of the report should be a maximum of 20 pages for the main report, excluding annexes. The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low.
30. The document will be prepared and delivered in English for Ghana and in French for Cote d'Ivoire.
31. All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided both in paper copy and in electronic version compatible for Word for Windows. Ownership of data from the evaluation rests jointly with ILO-IPEC and the consultants. The copyright of the report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of ILO-IPEC. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

VI. Resources and management

Resources

32. The resources required for this study are:
 - Fees for a consultant for 24 work days
 - Fees for DSA in project locations.
 - Travel from consultant's home residence to field areas in Ghana and Cote d'Ivoire in line with ILO regulations and rules.
 - For the field phase local travel in-country logistically supported by the project.
33. A detailed budget is available separately.

Management

34. The consultant will report on all technical matters to ILO/IPEC EIA in Geneva and should discuss any technical and methodological issues with EIA and the final evaluation team leader, should they arise.
35. The team leader will have an active role in provide technical advice to the sub-study national consultants.
36. IPEC project officials and the ILO Office in Ghana and Côte d'Ivoire will provide administrative support during the sub-study exercise.



International Labour Organization

**FPWR-International Programme on the Elimination
of Child Labour (IPEC)**

WORK PLAN

Sub-study to contribute to the Expanded Final Evaluation (EFE) project

**“Towards child labor free cocoa growing communities in Côte d’Ivoire and
Ghana through an integrated area based approach”- IPEC-CCP**

**“Effectiveness of the component on the livelihoods improvement activities of
CCP project households”**

Presented by

Charles KAPIE G.
Agro-Economist
Consultant

July 2014

1. Background and justification

The aim of the International Programme on the Elimination of Child labour (IPEC) is the progressive elimination of child labour, especially its worst forms. The political will and commitment of individual governments to address child labour - in cooperation with employers' and workers' organizations, non-governmental organizations and other relevant parties in society- is the basis for ILO-IPEC action. ILO-IPEC support at the country level is based on a phased, multi-sector strategy. This strategy includes strengthening national capacities to deal with this issue, legislation harmonization, improvement of the knowledge base, raising awareness on the negative consequences of child labour, promoting social mobilization against it, and implementing demonstrative direct action programmes (AP) to prevent children from child labour and remove child workers from hazardous work and provide them and their families with appropriate alternatives.

In ILO-IPEC intervention strategy within the direct action in communities, a central component is the improvement and diversification of the livelihoods of the target households. This component is implemented in partnership with local and national government agencies, local authorities and NGOs with specific expertise in selected types of productive and services subjects. The aim is that the outcome of the direct action will be the improvement of households' income to contribute to elimination of child labour and strengthening of the implementing agencies to continue expanding their services to households.

The CCP Project is implemented in 40 communities in Cote d'Ivoire and 40 communities in Ghana since January 2011 and will end in August 2014. The project has 5 immediate objectives:

- IO.1. By the end of the project target communities will use increased understanding of child labour to develop and implement action plans to eliminate child labour in their communities.
- IO.2. By the end of the project boys and girls in cocoa growing communities will have improved access to relevant quality education, including appropriate complementary or alternative opportunities for boys and girls who are out of school
- IO.3. By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods
- IO.4. By the end of the project national capacity to deploy an appropriate CLMS framework to measure progress towards the elimination of child labour through an IAB approach will be improved.
- IO.5. By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced

While the five IOs work under an integrated strategy, for the current study IO3, "By the end of the project targeted households in cocoa growing communities will have enhanced sustainable livelihoods" and IO.5 "By the end of the project the technical and institutional capacity of ILO constituents and partner organizations to contribute to the implementation of NPAs and interventions to combat child labour in cocoa-growing communities will be enhanced" are especially relevant

The project, with the support of an ILO-IPEC technical project implemented by the UCW Project, developed a "randomized control trial" (RCT) impact evaluation design for the project whole set of interventions package in Ghana, based on a comprehensive baseline and with planned follow-up surveys at the end of the project. For Côte d'Ivoire a "pre- and post-" assessment of changes in the community model was designed with a planned duplicable baseline. However, the follow-up surveys will not be implemented within project period due to unavailability of funds.

The baseline studies are expected to play a central role in this sub-study to identify the key variables on which it will focus and to identify potential trends according to data collected in the sample of the objective to achieve.

2. Research question

The emerging issues of the above are:

- What is the relevance of the livelihood services provided to beneficiary households?
- What is the quality of the technical support received by households and the communities to improve their livelihoods?
- To what extent did the livelihoods improve households' productivity through farm and non-farm income generating activities?
- What are the effects and impacts of the support provided on the households' income or on the accumulation of assets, etc.?
- What were the impact of the livelihoods improvement activities on children's schooling and the return of those who worked on plantations in school?
- What is the sustainability of project interventions?
- Were the implementing agencies' capacities sufficient to ensure continuity of interventions to the households and communities?
- What lessons did stakeholders learn in terms of scope and replicability of these interventions for the elimination of child labor?

3. Purposes and scope of the sub-study

The purposes of the sub-study are:

- To provide quantitative and qualitative evidence for case study communities and households of the project outcomes and initial impacts achieved (i.e. household incomes and return of child laborers in school due to increased incomes) regarding improving productivity of current activities and new income generating activities (IGA) and their level of potential sustainability
- To assess the relevance of the livelihoods activities provided to the beneficiaries
- To assess the quality of the technical support received by households and communities by the project supported implementation agencies (i.e. government and non-governmental organizations)
- To analyze the capacity of the implementing agencies for livelihoods and the support received by the project to face any capacity challenge
- To analyze the articulation of the technical support services available and the national and local government and community authorities to continue providing support to the households to continue operating the new IGAs as well as the increase in productivity in current productive activities.

To identify lessons for national and local stakeholders, IPEC and the donor regarding scale up and replicability of this type of interventions in relation to CL elimination.

4. Expected outputs of the sub-study

The outputs expected from the sub-study consultant are:

- Work Plan: data analysis plan and methodology;
- Initial bullet points-style report on methodology, finding, lessons learned and recurring good practices;
- Presentation of the initial findings the stakeholders' workshop of the EFE
- Sub-stud report: Draft and final version
- Electronic version of the raw data for further analysis.

5. Approach and methodology

5.1 Approach

The sub-study's proposed approach is essentially based on a combination of field survey of targeted stakeholders and desk study. The sub-study will primarily focus on the community and households. Other stakeholders will be interviewed to understand the results and sustainability of the livelihoods improvement activities of the households (HHs) and the impact of child labor on these HHs.

Direct interviews will be conducted with sampled beneficiary households and local implementing agencies. Focus groups will also be held. Participatory observation will be applied whenever necessary.

5.2 Selection of districts and communities

Data collection will take place in Abidjan, at project coordination as well as in Bouaflé, Daoukro, Issia, and Soubré. These areas are the ones that house the project in Côte d'Ivoire.

Data collection will be carried out in 8 selected communities with project coordination team, based on the following criteria:

- Representation of the community in relation to project actions;
- Accessibility of the community in terms of practicability of the roads and the distance from the county town of the region.

The selected communities are distributed as follows:

| Districts | Communities | Workforce |
|-----------|------------------|-----------|
| Bouaflé | Zaguieta | 2 |
| | Dianoufla | |
| Daoukro | Kodi | 2 |
| | Konian kouamékro | |
| Issia | Bissaguhé | 2 |
| | Balahio | |
| Soubré | Kangagui | 2 |
| | Oupagui | |
| Overall | | 8 |

This sub-study aims to investigate four (04) households per community, that is, a total of 16 households. This sample stems from a rational selection based on the following criteria:

- The time required for the collection of field data;
- Scope of the sub-study;
- Households that benefited from the project activities;
- Households with registered (02 per community) or not (02 per community) success as in project implementation.

The selection of these households in the field is made in consultation with the local IPEC-CCP cocoa project teams.

5.3 Tools for data collection

Data will be collected using the following tools:

- Semi-structured interview guidelines
- Manual focus-groups
- Comments on the achievements
- Desk study (reports, project document, etc.)

5.4. Data collection

The data will be collected through direct interviews and group discussions with selected households, implementing agencies and livelihoods groups in the selected communities as well as brief interviews with community leaders (formal or informal leaders) to have their vision on the livelihood interventions and its impact on household income and CL reduction within their communities. The data from the baseline survey will be a useful reference in the selection of the communities and households to be interviewed. It would be interesting to have short interviews with community leaders (formal or informal leaders) to have their perceptions on the livelihood interventions, especially potential, related to the reduction of CL and to improve incomes of HHs' income. They will be led by the consultant with the help of a research assistant who will be responsible for taking notes. All the interviews will be digitally recorded.

5.4.1 At the household level

Semi-structured interviews will be conducted with households on the nature of the support they received.

The selection of livelihood activities will be based on the effectively restored livelihoods.

The beneficiary households to be interviewed would be randomly selected from a list of all the beneficiary households to be provided by the implementing partners (local NGOs, ANADER).

5.4.2 At the community level

At the community level, group discussions with the beneficiaries will be organized.

At this level, the selection of the group's livelihood activities will be based on the livelihoods that were restored in the selected communities.

5.4.3 Local and National Services

A number of local and national implementing agencies were involved in training and services to communities. Interviews will be conducted with these organizations to know the nature and quality of the services provided and to determine their ability to continue to provide services to communities to ensure sustainability.

5.5 Data analysis and preparation of the report

The data collected during the interviews (recorded) will be transcribed and analyzed emphasizing on the themes, success factors, challenges and/or constraints of the different components of recurring livelihood services. The quantitative indicators and trends from the interviews will be analyzed and presented. A final report with electronic data sets will be submitted at the end of the study.

The baseline survey reports will also serve as a reference document in the data analysis. Wherever possible, and depending on data availability; comparative analyzes will be made both for the households and communities.

5.6 Overview of the report

The final report will have the following structure:

1. Summary
2. Introduction
3. Methodology (including the limits of the study)
4. Results
5. Conclusions
6. Lessons learned
7. Related good practices
8. Appendixes

5.7 Work plan of the sub-study

This mission lasting 24 days runs from June 30, 2014 to August 25, 2014.

| Activities | Duration (day) | Dates |
|--|----------------|--------------------------|
| Desk study and development of work plan | 5 | 30 June – 4 July 2014 |
| Development of tools for data collection | 5 | 5 – 9 July 2014 |
| Development of canvas for drafting the report of the sub-study | 2 | 10- 11 July 2014 |
| Utilization of available desk data | 8 | 12 – 19 July 2014 |
| Information-sensitization of target groups | 7 | 20-26 July 2014 |
| Work with the main consultant | 1 | 28 July 2014 |
| Field work | 12 | 30 July - 10 August 2014 |
| Evaluation workshop presentation | 1 | 14 August 2014 |
| draft report | 5 | 18 – 22 August 2014 |
| Final report | 1 | 25 August 2014 |

Annex 3: Tools for data collection - Effectiveness of the CCP Project Livelihood component

Household cleaning guidelines

Consent Form

The implementation of the households' livelihood improvement activities in your community is part of a broader strategy of ILO-IPEC to phase out child labor. The direct objective of improving household incomes is to provide support for the elimination of child labor and reinforce implementing agencies to continue providing assistance to households.

This interview is held to help determine the effectiveness of the livelihood services received by your household and to seek ways to reinforce them and support them.

Please note that your participation in the study is quite voluntary. There is no known risk if you decide to participate in this study. The information you provide will be used only for the purposes of this study. The interview will last between 20 and 30 minutes.

Please comment on each statement to indicate your consent to participate in the study.

| | | |
|----|--|--|
| 1. | I assert that I have read and understood the information provided on this study (or information have been read to me in a language I understand) and had the opportunity to ask questions. | |
| 2. | I understand that my participation is voluntary and that I am free to withdraw any time without giving the reason. | |
| 3. | I agree to take part in the study. | |
| 4. | I agree to the use of anonymised quotes in reports. | |
| 5. | I agree to the audio recording of the focus group discussion. | |

| | | |
|---------------------------------|-------------|------------------|
| Full Name of Participant | Date | Signature |
| | | |
| Name of Researcher | Date | Signature |
| | | |

Questions to the households

1. Age: _____

2. Sex: Male Female

3. Region: _____

4. Village: _____

5. Level of education: _____

6. Marital status: Married Bachelor Divorced *Widower*

7. Status within the household: Head of household Spouse Child Another member

8. Main activity: _____

9. Secondary activity: _____

10. Socio-demographic characteristics of the household members

| Name | Age | Sex | Relationship with head of household | Level of education | Occupation |
|------|-----|-----|-------------------------------------|--------------------|------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
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| | | | | | |
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| | | | | | |
| | | | | | |
| | | | | | |

Are there children in this household who benefited from the project?

Yes No

11.a) If yes, how many are they?

11.b) What types of services did they benefit from or are they benefiting from these services?

12. Are there in this household other persons who benefited from the project? Yes|_|, no |_|

12.a) If yes, how many are they?

12.b) What types of services did they benefit from or are they benefiting from these services?

13. Are there children aged 5-17 years in this household who are not in school?

Yes No

13.a) Why are they not in school?

14. Compared to the last two years, do you have more or fewer children aged 5-17 years who are not in school?

About the livelihoods support received by the households

15. Which livelihood option did you have?

16. When did you have your first training for this livelihood option?

17. When did you have your most recent training for this livelihood option?

18. How many times did you have training?

19. How long did the first training last?

20. How long did the last training last?

21. What are some areas covered by the training you had?

| Technical | Financial | Management | Calculation | Other (precise) |
|-----------|-----------|------------|-------------|-----------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

22. Are trainings useful?

23. Are trainings sufficient?

24. Do you think some aspects of the curriculum need improvement?

25. If yes give some aspects that need improvement?

26. How do you think the trainings received helped build your capabilities to implement livelihood activities?

27. What are the inception elements you received? Were they sufficient?

28. When did you start the operation?

29. Did you get productions?

30. If yes what are the products obtained and sold during the last months?

| Months/years | Quantities produced | Quantities sold |
|--------------|---------------------|-----------------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

31. If no, why?

32. Is there demand for your products?

33. Are there constraints about the demand and the marketing of your products?

34. Where and who are your main customers/markets?

35. Indicate your estimated monthly expenses and incomes?

| Months/years | Charges | Incomes |
|--------------|---------|---------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

36. How do you use profits? For example shared out between the members (sharing criteria), re-investment in physical capital (asset), human capital (education and health), registered with MFI (financial assets), etc.

37. Do you have access to MFIs credits?

38. If no why?

39. If yes how much did you receive during the last months?

40. Did you need a guarantee?

41. If yes what was used as a guarantee?

42. Do you think the training received and the option to keep you seek impacted on your welfare or represent potential prospects to improve your welfare?

43. What impact did the livelihood option you chose have on your household's welfare or is likely to have in terms of income, food security, accumulation of assets (financial and physical), health, empowerment, vulnerability reduction, education of children, child laborers' return in school, etc.?

| | No impact | Low | Strong | Very strong |
|------------------------------------|-----------|-----|--------|-------------|
| Income | | | | |
| Food security | | | | |
| Accumulation of assets | | | | |
| Health | | | | |
| Automation | | | | |
| Reduction of vulnerability | | | | |
| Education of children | | | | |
| Return of child laborers in school | | | | |

44. How does your livelihood option influences/impacts on your capital that is to say, did it change access to the social networks of the household or the wider community? Network (composition of formalized groups/cooperatives), reinforcing community organizations and their ability to work together for common goals (e.g. for the management of common resources)

| | No impact | Low | Strong | Very strong |
|---|-----------|-----|--------|-------------|
| Access to the social network of the household | | | | |
| Member of formal groups / cooperatives | | | | |
| Reinforcement of community organizations | | | | |

45. Sustainability of groups/enterprises: is the activity financially sustainable?

| Not sustainable | sustainable | Very sustainable |
|-----------------|-------------|------------------|
| | | |
| | | |
| | | |
| | | |

46. To which extent is it dependent (a) on an external support?

| Not much dependent | Dependent | Strongly dependent |
|--------------------|-----------|--------------------|
| | | |
| | | |
| | | |
| | | |

46.(b) local resources?

| Not much dependent | Dependent | Strongly dependent |
|--------------------|-----------|--------------------|
| | | |
| | | |
| | | |
| | | |

47. Share your views on any form of change experienced as a result of the livelihoods support, on the distinction between impacts in the short and long term, whose changes are immediate, which occur only in time, are expected but not yet evident? What changes are temporary and which ones are permanent? How did support to the livelihoods help you withstand season shocks and variations that perpetuate child labor?

48. Share your views on the other aspects or components of CCP project, namely skills literacy and numeracy, GAP and OSH training and how this directly and indirectly impacted on cocoa productivity.

Opinion about child labor and education

49. According to you what is child labor?

50. What do you think about child labor?

51. Do you think that children who often work sacrifice their school opportunities and their future?

Yes No

52. Do you think child labor is unacceptable and should be avoided?

53. Do you agree that child labor is dangerous and that children should not be exposed to it?

54. Do you think child laborers' return in school should be encouraged?

Yes No

55. If yes why?

56. What is your perception of the education of children?

57. What is the use of education support services, i.e. provision of uniforms, benches, books, teachers' training, etc., quality of education in your community?

Final remarks

Thank you very much for participating in this interview. This discussion was very instructive and the information you provided will be invaluable for the study.

Thank you once again!

Focus group discussion guidelines

Consent form

The implementation of the households' livelihood improvement activities in your community is part of a broader strategy of ILO-IPEC to phase out child labor. The direct objective of improving household incomes is to provide support for the elimination of child labor and reinforce implementing agencies to continue providing assistance to households.

This interview is held to help determine the effectiveness of the livelihood services received by your household and to seek ways to reinforce them and support them.

Please note that your participation in the study is quite voluntary. There is no known risk if you decide to participate in this study. The information you provide will be used only for the purposes of this study. The interview will last between 45 and 60 minutes.

Please comment on each statement to indicate your consent to participate in the study.

| | | |
|----|--|--|
| 1. | I assert that I have read and understood the information provided on this study (or information have been read to me in a language I understand) and had the opportunity to ask questions. | |
| 2. | I understand that my participation is voluntary and that I am free to withdraw any time without giving the reason. | |
| 3. | I agree to take part in the study. | |
| 4. | I agree to the use of anonymised quotes in reports. | |
| 5. | I agree to the audio recording of the focus group discussion. | |

| | | |
|---------------------------------|-------------|------------------|
| Full Name of Participant | Date | Signature |
| | | |
| Name of Researcher | Date | Signature |
| | | |

Demographic details questionnaire

1. Age: _____

2. Sex: Male Female

3. Region: _____

4. Village: _____

5. Level of education: _____

6. Marital status: Married Bachelor Divorced Widower

7. Main activity: _____

8. Secondary activity: _____

Thank you for taking time to complete this questionnaire

Discussion guidelines

Welcome and thank you for taking your time to participate in these discussions. The information you will provide will be very helpful in evaluating the effectiveness of the livelihood services you received.

Introduction: As you were informed earlier, the overall objective of this study is to evaluate the effectiveness of the livelihood services you received and determine their impact on child labor.

With your consent, I wish to make an audio recording of the discussion. Can I go ahead? (After they said yes, put the unit on).

Anonymity: Despite being registered, I want to assure you that the discussion will be anonymous. Please, try to answer and comment as accurately and honestly as possible.

Let us avoid discussing the comments of other group members outside the group discussion.

Points to be noted by participants

- There is no right or wrong answer.
- Please tell your name before speaking.
- Only one person speaks at a time. There may be a temptation to pass to another person when someone is speaking, but please wait until the speaker has finished.
- You do not have to speak in a particular order.
- When you have something to say, please do it. You are numerous but it is important that I get the point of view of each of you.
- You do not have to agree with the opinions of the other group members.

Do you have questions? Now we can start!

Questions of the discussion guidelines

Introduction

1. Please introduce yourself (name, occupation) the ones after the others.

At the community level

2. Tell me about your community.

- Can you tell how many people approximately live in the community?
- Is there a school? Health center? A drinking water facility or facilities? Etc.
- What water source do you use for your daily activities?
- Is there electricity?
- What are your market days?

3. Who are your community leaders? (Traditional, religious, etc.)

4. What is the hierarchy in terms of leadership within your community?

5. What is the state of the relations between the community and its leaders?

6. What is the main occupation of people in the community?

- Which part of the community is mainly involved in this occupation (young or old people, male or female, educated or uneducated, etc.)?
-

- Why this case?
-

- Identify some secondary occupations in this community?
-

- Which part of the community is mainly involved in this profession (young or old people, male or female, educated or uneducated, etc.)?
-

7. What do you think is not working well in the community? Please explain.

8. What do you think is working well in the community? Please explain.

About the livelihoods received by the households

9. When did you receive your first training for this livelihood option?

10. When did you receive your most recent training for this livelihood option?

11. How many times did you receive this training?

12. How long did the first training last?

13. How long did the last training last?

14. What are some areas covered by the trainings received?

| Technical | Financial | Management | Calculation | Other (precise) |
|-----------|-----------|------------|-------------|-----------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

15. Are training useful?

16. Are trainings sufficient?

17. Do you think some aspects of the curriculum need improvement?

18. If yes give some aspects that need improvement?

19. How do you think the training received helped build your capabilities to implement livelihood activities?

20. What are the inception elements you received? Were they sufficient?

21. When did you start the operation?

22. Did you get productions?

23. If yes what are the products obtained and sold during the last months?

| Months/years | Quantities produced | Quantities sold |
|--------------|---------------------|-----------------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

24. If not why?

25. Is there a demand for your products?

26. Are there constraints with the demand and the marketing of your products?

27. Where and who are your main customers/markets?

28. Indicate your estimated monthly charges and incomes

| Months/years | Charges | Incomes |
|--------------|---------|---------|
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

29. How do you use profits? For example shared out among members (sharing criteria), re-investment in physical capital (assets), human capital (education and health), recorded with IMFs (financial assets), etc.

30. Do you have access to IMF credit?

31. If not why?

32. If yes, how much did you get during the last month?

33. Did you need a warranty?

34. If yes what was used as warranty?

35. Do you think the training received and the livelihood option you seek impacted on your welfare or represent potential prospects to improve your welfare?

36. What did the impact of the livelihood option you chose have on your household's welfare or is likely to have in terms of income, food security, accumulation of assets (financial and physical), health, empowerment, vulnerability reduction, education of children, child laborers' return in school, etc.?

| | No impact | Low | Strong | Very strong |
|------------------------------------|-----------|-----|--------|-------------|
| Income | | | | |
| Food security | | | | |
| Accumulation of assets | | | | |
| Health | | | | |
| Automation | | | | |
| Reduction of vulnerability | | | | |
| Education of children | | | | |
| Return of child laborers in school | | | | |

37. How does your livelihood option affect/impact on your social capital that is to say did it change access to the social networks of the household or the wider community? Network (building formalized groups/cooperatives, reinforcing community organizations and their ability to work together for common goals (e.g. for the management of common resources)

| | No impact | Low | Strong | Very strong |
|---|-----------|-----|--------|-------------|
| Access to the social network of the household | | | | |
| Member of formal groups/cooperatives | | | | |
| Reinforcement of community organizations | | | | |

38. Sustainability of groups/enterprises: is the activity financially sustainable?

| Not sustainable | Sustainable | Very sustainable |
|-----------------|-------------|------------------|
| | | |
| | | |
| | | |
| | | |

39.a) To what extent is it dependent on (a) an external support?

| Not much dependent | Dependent | Strongly dependent |
|--------------------|-----------|--------------------|
| | | |
| | | |
| | | |
| | | |

39.(b) local resources?

| Not much dependent | Dependent | Strongly dependent |
|--------------------|-----------|--------------------|
| | | |
| | | |
| | | |
| | | |

40. Share your views on any form of change experienced as a result of the livelihoods support, on the distinction between impacts in the short and long term, whose changes are immediate, which occur only in time, are expected but not yet evident? What changes are temporary and which ones are permanent? How did support to the livelihoods help you withstand season shocks and variations that perpetuate child labour?

41. Share your views on the other aspects or components of CCP project, namely skills literacy and numeracy, GAP and OSH training and how this directly and indirectly impacted on cocoa productivity.

Opinion about child labor and education

42. According to you what is child labor?

43. What do you think about child labor?

44. Do you think that children who often work sacrifice their school opportunities and their future?

Yes No

45. Do you think child labor is unacceptable and should be avoided?

46. Do you agree that child labor is dangerous and that children should not be exposed to it?

47. Do you think child laborers' return in school should be encouraged?

Yes No

48. If yes why?

49. What is your perception of the education of children?

50. What is the use of education support services, i.e. provision of uniforms, benches, books, teachers' training, etc., quality of education in your community?

51. Do you think that with the advent of the livelihood services in your community, including direct support to schools and children in particular, more children are now in school than there were during the last 2 years?

Final remarks

Thank you very much for participating in this interview. This discussion was very instructive and the information you provided will be invaluable for the study.

Thank you once again!

Implementing agencies' interview guidelines

Consent form

The implementation of the households' livelihood improvement activities in your community is part of a broader strategy of ILO-IPEC to phase out child labor. The direct objective of improving household incomes is to provide support for the elimination of child labor and reinforce implementing agencies to continue providing assistance to households.

This interview is held to help determine the effectiveness of the livelihood services received by your household and to seek ways to reinforce them and support them.

Please note that your participation in the study is quite voluntary. There is no known risk if you decide to participate in this study. The information you provide will be used only for the purposes of this study. The interview will last between 20 and 30 minutes.

Please comment on each statement to indicate your consent to participate in the study.

| | | |
|----|--|--|
| 1. | I assert that I have read and understood the information provided on this study (or information have been read to me in a language I understand) and had the opportunity to ask questions. | |
| 2. | I understand that my participation is voluntary and that I am free to withdraw any time without giving the reason. | |
| 3. | I agree to take part in the study. | |
| 4. | I agree to the use of anonymised quotes in reports. | |
| 5. | I agree to the audio recording of the focus group discussion. | |

| | | |
|---------------------------------|-------------|------------------|
| Full Name of Participant | Date | Signature |
| | | |
| Name of Researcher | Date | Signature |
| | | |

Questions to the implementing agencies

1. Name of implementing agency:

2. Type (national, local, NGO):

3. Occupations and main activities:

4. What is/was the nature of livelihood support you implemented? For example. Microfinance, training, provision of inputs (seeds, tools, etc.), technical advices (marketing), etc.

5. To which extent were beneficiaries implied? What were the capabilities transferred to beneficiaries? What was their quality?

6. Who were the main beneficiaries of the services provided to you?

7. Did you (implementing agency) receive a technical training and capacity building from ILO?

8. If yes, when did you receive the training and which specific capacities were built?

9. Was the training useful?

| Not useful | Not much useful | Useful | Very useful |
|------------|-----------------|--------|-------------|
| | | | |
| | | | |
| | | | |

10. Was this training determining for your sustainability and your ability to continue supporting the beneficiaries?

| Not determining | Determining | Very determining |
|-----------------|-------------|------------------|
| | | |
| | | |
| | | |

11. Do you have major challenges as an implementing agency?

12. If yes, which ones?

13. Who must help for this?

14. According to your evaluation, did support help meet estimated results?

| | | | | | | | |
|----|--|------------------|--|-------------|--|-----|--|
| No | | Not sufficiently | | In some way | | Yes | |
|----|--|------------------|--|-------------|--|-----|--|

15. Explain the reason(s) for choosing answer (14) above.

16. To you, what is the sustainability of the livelihood initiative?

| Not sustainable | Sustainable | Very sustainable |
|-----------------|-------------|------------------|
| | | |

17. Explain the reason (s) for choosing answer (16) above.

18. Can you suggest ways to improve and perpetuate livelihood initiatives?

Final remarks

Thank you very much for participating in this interview. This discussion was very instructive and the information you provided will be invaluable for the study.

Thank you once again!

Achievements observation guidelines

1. Age: _____

2. Sexe: Male Female

3. Region: _____

4. Village: _____

5. Level of education: _____

6. Marital status: Married Bachelor Divorced Widower

7. Main activity: _____

8. Secondary activity: _____

Thank you for taking time to complete this questionnaire

| Rubriques | State of achievement/description | Observations |
|--|----------------------------------|--------------|
| Community sensitization tools | | |
| Public notices | | |
| Documents | | |
| Leaflets | | |
| Pictogrammes | | |
| Income generating activities | | |
| Infrastructures (equipments, materials, warehouse, etc.) | | |
| Management tools (savings handbook, accounting book, etc.) | | |

Annex 4: Project outputs in a few pictures



Picture 1: Cassava plot in Kangagui



Picture 2: chicken farm in Kangagui



Picture 3: Hatchery in Zagueta



Picture 4: Heating system for chicks in Dianoufla



Picture 5: Chicken farming in Dianoufla



Picture 6: Termite trapping system for chicks in Zagueta



Picture 7: Beneficiary having created his farm following his training in Koniankouamekro



| DATE | DESCRIPTION | QUANTITE | REMARQUES |
|----------|--|------------|-----------|
| 15/01/14 | vente de 20 poulets repandés à 100 000 CFA francs (20 000 000) | 20 000 000 | ✓ |
| 22/01/14 | vente de 20 poulets repandés à 100 000 CFA francs (2 000 000) | 2 000 000 | ✓ |
| 20/01/14 | vente de 10 poulets repandés à 100 000 CFA francs (1 000 000) | 1 000 000 | ✓ |

Picture 8: Chicken sales notebook in Koniankouamekro



Picture 9: Savings book in Balahio

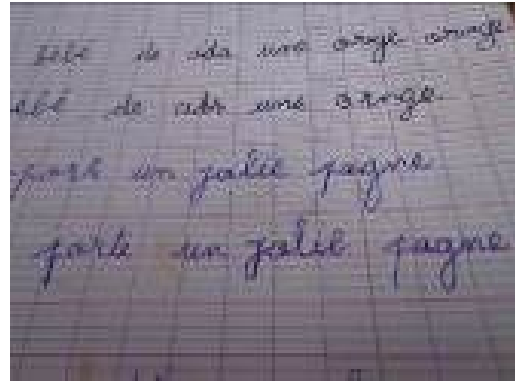


Picture 10: Literacy beneficiary with his IGA account book and family account book

| DATE | DESCRIPTION | QUANTITE | REMARQUES |
|---------------------|--|------------|-------------|
| 15/01/14 | vente de 20 poulets repandés à 100 000 CFA francs (20 000 000) | 20 000 000 | ✓ |
| 22/01/14 | vente de 20 poulets repandés à 100 000 CFA francs (2 000 000) | 2 000 000 | ✓ |
| 20/01/14 | vente de 10 poulets repandés à 100 000 CFA francs (1 000 000) | 1 000 000 | ✓ |
| TOTAL DES VENTES | | 23 000 000 | 600 000 000 |
| TOTAL DES DEPENSES | | 10 000 000 | |
| TOTAL DES BÉNÉFICES | | 13 000 000 | |



Picture 11: Cassava shredder in Kodi



Picture 12: Literacy notebook in Balahio



Picture 13: Mechanic and tailoring workshop in Zaguétia

